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Apprenticeship Training Advisory Committee (p. 1339)

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(Continued on page three of cover)

THE LABOUR GAZETTE

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Hon. Michael Starr, Minister — George V. Haythorne, Deputy Minister

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Editorial Staff

Editor
W. S. Drinkwater

Assistant Editor
R. M. Dyke

Editor, French Edition
Guy de Merlis

Circulation Manager
J. E. Abbey

Cover Photograph
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Meeting Manpower Challenge of the 1960's

Lack of facilities in past blocked development of effective technical training program; but under stimulus of Technical and Vocational Training Assistance Act, lack being overcome: for next year, schools opening at rate of one a day

Almost a year before the passing in December 1960 of the Technical and Vocational Training Assistance Act, it was estimated that technical and vocational training facilities in Canada would have to be increased by 50 per cent to meet current requirements and those in the near future. At the present rate of construction, this goal will be reached in less than 2½ years from the signing of the new Vocational and Technical Training Agreement, April 1, 1961.

During the next 12 months, new technical and vocational schools, institutes of technology and trade schools will be opening at the rate of one a day.

The Technical and Vocational Training Assistance Act provides for the sharing by the federal Government in provincial government expenditures on the following basis:

—For the construction of facilities: 75 per cent up to March 31, 1963 and 50 per cent thereafter.

—Toward operational costs of technical and vocational schools: up to 50 per cent.

—For training the unemployed: 75 per cent.

—For training in co-operation with industry: 50 per cent.

—For training of technical and vocational teachers, supervisors and administrators: 50 per cent.

—For training through correspondence courses: 50 per cent.

—For student aid to university students and nurses in training: subject to an allotment.

The current emphasis on technical and vocational training in Canada, says the Technical and Vocational Training Branch of the Department, is an inevitable outcome of:

—Rapid advances in technology, which are changing the pattern of industrial occupations.

—The demand for more workers with higher levels of technical knowledge and skill.

—A school drop-out problem: large numbers of young people were entering the world of work unprepared to meet its demands.

—The inadequate number of formal training programs in Canadian industry.

The rapid advances in technology in recent years have changed the pattern of occupations in large segments of Canadian industry from one in which education and training played a relatively small role to one in which there is a growing demand for more workers with higher and higher skill and more and more technical knowledge.

In the past decade, the fastest growing occupations have been those that require a high level of education and training. The occupations experiencing the least growth are in the semi-skilled and unskilled categories.

Although the emphasis in the secondary school system has in the past been on academic preparation for entrance to university, fewer than 10 per cent of Canadian students go on to universities. The greatest proportion, 70 per cent, drop out before obtaining junior matriculation.

Canada has never trained enough workers to meet the needs of its industry. Of the 280,000 skilled workers added to the labour force between 1946 and 1956, some 110,000 came from abroad. But this country can no longer depend on immigration as its main source of skilled and technical manpower.

And training programs in industry are not increasing at a rate sufficient to meet either the growing demand for skills or the urgent need for training facilities.

The lack of adequate training facilities has been a large hurdle in the development of an effective technical and vocational training program in Canada. The Technical and Vocational Training Assistance Act was designed to overcome this lack.

The technical and vocational training program now developing under the stimulus of the Act has these aims:

—To increase the productive capacity of Canada's labour force.

—To produce an adequate supply of highly-trained workers with the technical knowledge and skills required to meet current and future needs of Canada and its industry.

—To stem the tide of school drop-outs.

—To give adults and youth an opportunity to prepare for new occupations and to keep abreast of technological changes and the growing complexity of industrial occupations.

From the Labour Gazette, December 1912

50 Years Ago This Month

Trades and Labour Congress delegation asks for assurance that Eight-Hour Day Bill would be introduced; Prime Minister said he could give no such assurance Delegation protests substitution of cement for stonework on the Welland Canal

A request for assurance regarding the introduction of an Eight-Hour Day Bill in the House of Commons, made by a deputation from the Trades and Labour Congress of Canada in November 1912, met with the reply from the Prime Minister that he could give no such assurance at that time, according to a report in the LABOUR GAZETTE of December 1912.

The delegation, consisting of TLC President J. C. Watters, the acting Secretary, the Vice-President, and two others, as well as representatives of the letter-carriers from Winnipeg, Toronto and Montreal, brought up a number of other matters.

One of these concerned the bricklayers and stonemasons at the Welland Canal, who were complaining about the substitution in Government contracts of cement for stonework. This substitution, they said, meant the employment of unskilled labour instead of skilled bricklayers and stonemasons.

Prime Minister's Reply

The Prime Minister, who was attended by Hon. T. W. Crothers, Minister of Labour, said in reply that the Government felt that it had been entrusted with the people's money and that it must be governed by conditions. The change of material had been made for economic reasons, and the same thing had happened in private operations, although it was quite possible that such changes might cause individuals to suffer. He promised, however, to bring the matter to the attention of the Minister of Public Works.

The labour delegation mentioned also the condition of the steel workers in Nova Scotia, whose hours, they said, were too long, whose wages were too low, and who were subject to ill-treatment at the hands of individuals employed by the steel interests.

One of the delegates defined the position of the Congress regarding the Boy Scout movement. He stated, the LABOUR GAZETTE report said, that "while the members of the various corps were excellently trained, yet the sentiment of the working man was against international war and opposed to the developing of the military spirit among the boys of the country."

The deputation brought up a resolution that had been passed by the Congress regarding persons who had been brought from a distance to work at a place where a strike was going on, without having been previously informed of the strike. Such persons, the resolution contended, should be paid their travelling and other expenses both ways if they did not want to accept the employment.

Cost of Living

A report of a special committee of the Toronto Board of Trade that had investigated the high cost of living in Toronto was summarized in the GAZETTE. The report gave several reasons why prices were higher in Toronto than in smaller places. One of the reasons, the report said, was the apparent disappearance of any competition in some of the businesses connected with the collection and distribution of food products.

One quoted example of the wide spread between prices in Toronto and those in surrounding towns was that 9½ cents a quart was charged in Toronto for milk that compared unfavourably in quality with milk sold for 6 cents a quart in small towns a few miles away.

The report said the committee had found evidence that an association of Toronto commission merchants in the fruit and vegetable business had obtained exclusive control of the Toronto wholesale market, and was able to dictate terms to both the producer and the consumer. The men engaged in raising fruit and vegetables, the report said, had found conditions in Toronto so intolerable that they had been forced either to seek other markets or go out of business.

Co-operatives One Remedy

The committee found no evidence of any combination among the small retailers for the purpose of keeping up the price of food, but it thought that the unnecessarily large number of retailers tended to inefficiency and added to the cost of distribution. It drew attention to the growth of co-operative societies in Great Britain as one remedy for such a state of affairs.

Another reason for high prices in Toronto, the committee thought, was the lack of shipping facilities for produce coming into the city. There was no public wharf in Toronto, it said, and the consequence was that the railways were almost free from the competition of water transport.

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Productivity Council Planning National Tripartite Forum

The National Productivity Council will soon make an attempt to establish a national forum of top level management, labour and government representatives, it was announced by H. George DeYoung, Council Chairman, at the close of the Council's tenth meeting, November 15. National management and labour leaders will be invited to participate in the forum, along with senior government representatives.

The proposed forum will meet regularly to study Canadian economic developments and trends and recommend common economic goals for labour and management in the national interest.

The next national joint labour-management seminar, third in a series sponsored by the NPC, will be held at the University of Saskatchewan, Saskatoon, on January 23 and 24, Mr. DeYoung announced. It will be sponsored jointly by the National Productivity Council, the Saskatchewan Productivity Council and the University of Saskatchewan. Leaders of labour, management, agriculture, education and government from the western provinces and other parts of Canada will attend the seminar.

The first course at the first national work-study school in Canada, at Nova Scotia Technical College, Halifax, was to begin November 19, it was announced. The school is sponsored jointly by the National Productivity Council, the Nova Scotia Productivity Committee, the Nova Scotia Government and the Nova Scotia Technical College. Candidates from industry, organized labour, and government are to receive training in work-study theory and practice at the school, and, later, on-the-job training in industrial plants and offices under work-study specialists.

Nine engineers from Quebec have been sent to France for training as part of the Council's expanding work-study program. Sponsored by the newly established Scientific Business Organization Centre in Quebec, with financial assistance from the NPC, they will spend 6½ months at the *Bureau des temps élémentaires* in Paris, one of the world's leading instructional centres for French-speaking students of machine tool operation. On their return to Canada they will be employed as instructors in the Quebec Centre.

Research and development in the Canadian mining and metals industry was the subject of another report to the council by its subcommittee on applied research. The report revealed that the minerals industry is considering the formation of a National Advisory Committee on mining and metals research. It noted that there were only 388 postgraduate students in minerals and metals research at Canadian universities in 1961; and 64 per cent of them were doing research work in the geological sciences.

Non-industrial expenditures for minerals research by federal and provincial governments were reported to be $12½ million for the year. The number of metallurgical and mining engineers appears to be completely inadequate to meet existing Canadian needs and the hope of increasing research activities in these fields to make Canadian industry more competitive in world markets, the report stated. The complete research report will be published shortly. NPC is sponsoring further applied research studies of other industries in Canada.

A series of meetings in major industrial centres is being arranged by the Council to discuss the report of the recent NPC labour-management-government mission to Europe and its implications for Canada. Discussion forums are also being organized by national, provincial and local labour and management organizations to study the report, Council members were told.

A progress report on the development of provincial and local productivity councils in Canada was also presented.

Award U.S. Citation to Canada's Civilian Rehabilitation Co-ordinator

Ian Campbell, National Co-ordinator of Civilian Rehabilitation, Department of Labour, and Chairman of the World Commission on Vocational Rehabilitation of the International Society for Rehabilitation of the Disabled, has been awarded the citation of the United States "People to People Program."

The award was in recognition of Mr. Campbell's leadership in emphasizing the importance of vocational goals in rehabilitation programs in all countries.

The presentation took place during the annual conference of the National Rehabilitation Association (see page 1382).

Mr. Campbell was appointed National Co-ordinator of Civilian Rehabilitation in 1952. Before that he was Superintendent of Rehabilitation Services of the Ontario Workmen's Compensation Board.

Cornwall Opens New Facilities For Training Unemployed

Since April 1, more than 19,000 unemployed workers have been given training in Canada, approximately 8,000 of them in 24 centres in Ontario, said Hon. Michael Starr, Minister of Labour, at the opening last month of new facilities for training the unemployed at Cornwall, Ont.

"Just three years ago there were only 4,600 unemployed workers trained in Canada, and of these the number in Ontario was very limited," he added.

Commenting on progress in the program to expand technical and vocational training facilities in Canada, the Minister said:

"To date, across Canada, 454 projects are in various stages of completion. The total cost of these is estimated at more than $442,000,000, of which the federal share is more than $284,000,000. The new facilities will provide 127,000 student places. Approved projects include: 222 new schools, 156 additions and alterations, and 76 minor alterations and equipment purchases."

Presidential Committee Urges Personal, Corporate Tax Cut

President Kennedy's Advisory Committee on Labor-Management Policy has urged a cut in personal and corporate income taxes amounting to $10 billion.

The 19-man committee of businessmen, labour and public members, stressing the tax cut as being "the main tool for promoting our economic objectives in 1963," urged that it be effected as soon as possible and be followed by detailed review and revision of the entire tax structure.

AMC-UAW Profit-Sharing Plan Reports Successful First Year

The United States automobile industry's first profit-sharing plan, introduced by American Motors Corporation, has proved successful in its first year of operation.

AMC channelled $9,766,907 in cash and stocks into its "progress-sharing plan" fund, for distribution to some 27,000 hourly paid workers, mostly members of the United Auto Workers. Of the total amount, $3,255,636 was in company stock, an average of 7.3 shares per employee.

In addition, the company set aside $2,604,277 in profit-sharing funds for its 5,200 salaried employees.

Union as well as company officials expressed satisfaction with the results for the fiscal year ending September 30. The plan was worked out in 1961 bargaining with the UAW (L.G. 1961, p. 1092), and has since been accepted by three other unions representing AMC employees.

Radio and TV Employees Union Becomes Division of NUPSE

The Association of Radio and Television Employees of Canada (ind.) has become a division of the National Union of Public Service Employees (CLC). ARTEC's 1962 convention approved the merger.

The new division, which has 2,300 members, will maintain its existing structure and organization, including its collective bargaining and grievance arrangements.

ARTEC represents Canadian Broadcasting Corporation program personnel, sales and office staff, and some building maintenance employees. The merger took effect on November 1.

C.C.A. Holds National Conference On Industry's Labour Relations

The Canadian Construction Association held a National Labour Relations Conference in Ottawa on November 5-7. Among the subjects discussed were contract negotiation, multiple bargaining, and other labour-management problems.

Among speakers at the Conference was Hon. Michael Starr, Minister of Labour, who spoke on "Today's Need for Labour-Management Co-operation." He reviewed the changes taking place in industry today, observed that labour was tending to accept automation, and emphasized the need for closer labour-management co-operation.

As an outstanding advance in this direction, he cited the job security plan adopted by the railway companies and unions in the non-operating trades (L.G., Sept., p. 1008).

Pioneering Legislation

The Minister referred to "pioneering legislation" to be introduced to assist workers affected by layoffs, and stressed that unemployment insurance was not enough—employers had a duty toward their employees even when they were laid off.

He pointed out that the Ontario Select Committee on Manpower and Training had stated there were 40,000 carpenters in Ontario, with only 200 apprenticed in the trade, but that this condition was not peculiar to Ontario only. He added that both employers and unions should be prepared to accept more apprentices to pave the way for their advancement.

1,778 More Old Age Assistance Recipients in Third Quarter

The number of Canadians receiving old age assistance increased by 1,778 during the third quarter of 1962, the Department of National Health and Welfare announced last month.

The numbers receiving allowances under the Blind Persons Act and under the Disabled Persons Act both decreased during the same period.

Old Age Assistance—The number of persons receiving old age assistance in Canada increased from 100,252 at June 30 to 102,030 at September 30, 1962.

The federal Government's contributions under the federal-provincial scheme totalled $9,476,499.25 for the quarter ended September 30, compared with $9,797,909.05 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $270,138,995.74.

At September 30, the average monthly assistance in the provinces ranged from $59.19 to $63.22. In all provinces and the Yukon Territory the maximum assistance paid was $65 a month; in the Northwest Territories, $55 a month.

Blind Persons Allowances—The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased from 8,561 at June 30 to 8,554 at September 30, 1962.

The federal Government's contributions under the federal-provincial scheme totalled $1,212,406.63 for the quarter ended September 30, compared with $1,234,562.28 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $38,132,649.31.

At September 30, the average monthly allowance in the provinces ranged from $58.93 to $63.86. In all provinces and the Yukon Territory the maximum allowance paid was $65 a month; in the Northwest Territories, $55 a month.

Disabled Persons Allowances—The number of persons in Canada receiving allowances under the Disabled Persons Act decreased from 50,575 at June 30 to 50,493 at September 30, 1962.

The federal Government's contributions under the federal-provincial scheme totalled $4,891,247.80 for the quarter ended September 30, compared with $5,000,125.89 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $98,435,594.77.

At September 30, the average monthly allowance in the provinces ranged from $63.57 to $64.64. In all provinces and the Yukon Territory the maximum allowance paid was $65 a month; in the Northwest Territories, $55 a month.

Union Shop Fails to Win Support Of Required Majority at 3 Firms

The union shop last month failed to gain the approval of a sufficient number of employees for adoption by three aircraft companies in the United States. A fourth firm refused to allow its employees to vote on the issue and was struck November 28.

The proposal that employees of the four firms vote on the union shop was made by a fact-finding board established by President Kennedy after negotiations had become deadlocked. The board's report, released in September, recommended that the union shop be instituted provided two thirds of the workers in each bargaining unit voted in favour.

In the three companies that permitted a vote—Convair Division of General Dynamics, North American Aviation and Ryan Aeronautical Company—the union shop was approved by a majority; but not by the required two thirds. The fourth was Lockheed Aircraft; the strikers returned to work the next day at government request.

At North American, 59.8 per cent of the employees favoured the union shop; at Convair, 54.2 per cent; and at Ryan, 60.5 per cent. The United Auto Workers is the bargaining agent at North American and at Ryan; the International Association of Machinists at Convair and Lockheed.

Veteran Winnipeg Trade Unionist, R.B. "Bob" Russell Has Retired

R. B. Russell, Executive Secretary of the Winnipeg and District Labour Council (CLC), has retired due to ill health. He is 74 years of age.

Well-known for many years in the Manitoba labour union movement, Mr. Russell was General Secretary of the Winnipeg Central Labour Council (One Big Union) at the time the OBU amalgamated with the Winnipeg and District Trades and Labour Council (TLC) and the Winnipeg Labour Council (CCL) to form the Winnipeg Labour Council (CLC) (L.G. 1956, p. 963).

100 Jurisdictional Disputes Settled

During the AFL-CIO Executive Council meeting in November, President George Meany reported that the labour body's

Internal Disputes Plan set up at last year's convention (L.G., Jan., p. 38) had set a record in mediating disputes in the first 10 months of its existence.

Of 142 complaints entered under the plan, 100 have been settled successfully through mediation or are still in the mediation stage.

120 AFL-CIO Unions Sign Pledge to Eliminate Discrimination

A total of 120 AFL-CIO unions, representing about 11,098,000 members, in November signed formal agreements with President Kennedy's Committee on Equal Employment Opportunity, pledging "to eliminate discrimination and unfair practices whenever they exist in the labour movement."

The "Union Program for Fair Practices" was signed by union officials and Vice-President Lyndon B. Johnson, Chairman of the President's Committee. President Kennedy, Secretary of Labor W. Willard Wirtz, AFL-CIO President George Meany, and AFL-CIO Secretary-Treasurer Willim F. Schnitzler, also took part in the ceremonies.

In Parliament Last Month

(page numbers refer to Hansard)

First reading of a bill respecting industrial change and manpower adjustment was given last month and resolutions preceding the introduction of three other bills of labour interest were agreed to.

Motions for second reading of two private members' bills were not put to a vote before expiry of the time allotted to private business. Two more private members' bills were introduced and given first reading.

A Royal Commission on marine pilotage was appointed during the month.

Supplementary estimates to cover expenditures under the Technical and Vocational Training Assistance Act and the Municipal Winter Works Incentive Program were tabled.

On November 22, a bill (No. C-83) to provide for the organization and maintenance of a manpower consultation service, for the payment of assessment incentives for carrying out manpower adjustment programs and of a labour mobility incentive, and for the establishment of an advisory council on industrial change and manpower adjustment was introduced by the Minister of Labour and read the first time (p. 1930). Earlier in the day the resolution preceding introduction of the bill was considered in committee (p. 1895). The same resolution had been moved a month earlier, on October 25 (p. 918).

On November 19, the Minister of Finance moved that the House go into committee at the next sitting to consider the introduction of a measure to establish a national economic development board and to define its duties. The Minister of National Revenue moved that the House go into committee at the next sitting to consider the introduction of a measure to establish an Atlantic development board and to define its duties. The Minister of Trade and Commerce moved that the House go into committee at the next session to consider the introduction of a measure to amend the National Productivity Council Act to provide for the appointment of three additional members. All three motions were agreed to (p. 1745).

On October 30, motion was made for second reading of Bill C-15, a private member's bill, to provide for pay for statutory holidays, and pay for work performed on statutory holidays, for employees in federal works, undertakings and businesses (p. 1096). The bill had been given first reading on October 1 (p. 32). The hour appointed for private members' bills expired without question put.

On November 2, a motion was made for second reading of Bill C-17, a private members' bill, to amend the Civil Service Act to give federal civil servants the right to negotiation and arbitration (p. 1250). It had been introduced and given first reading on October 1 (p. 35). The hour appointed for private members' business expired without question put.

On November 7, a private member's bill was introduced and given first reading:—Bill C-74, to amend the Immigration Act to facilitate the immigration to Canada of parents of Canadian citizens, regardless of their age or country of origin (p. 1357).

On November 2, the Minister of Transport announced the appointment of a Royal Commission to inquire into matters relating to marine pilotage (p. 1215), with Hon. Yves Bernier, judge of the Quebec Superior Court, as chairman.

The Government intends to introduce legislation during this session to put into effect its intention, announced earlier, to restrict to Canadian registered vessels the coasting trade of Canada, from Les Escoumains upstream to the head of the Great Lakes, J. A. McBain, Parliamentary Secretary to the Minister of Transport, said in answer to a question (p. 1366).

NEW YEAR MESSAGES

HON. MICHAEL STARR, MINISTER OF LABOUR

During the past year there was a sharp increase in the rate of growth of our economy, a growth that has been reflected in the continued rise in employment, production and incomes and in other measures of activity and progress.

Employment last year outstripped the growth of the labour force. Total employment in the third quarter of the year was 2.8 per cent higher than a year before and 4 per cent higher for the non-farm industries.

At the same time, unemployment continued to decline. In the third quarter of 1962 unemployment rates were lower than in 1961 in all industry groups and in all occupations.

Our Gross National Product is now running 11.1 per cent above last year. Per capita, it was $65 higher this year in constant dollars than in 1957. Industrial production continued an uninterrupted climb that began early in 1961.

The incomes of Canadians have kept pace. Personal income was 7 per cent higher than the year before, and this was reflected in retail sales, which in the first eight months of the year were 5 per cent higher in value than in the corresponding period of 1961.

Outlays for non-residential construction are expected to be the highest ever recorded, outlays for the expansion and modernization of our productive facilities are also up, and housing starts are higher than the year before.

All of these things build up a picture of sound, steady progress in which most Canadians have shared.

The winter's Municipal Winter Works Incentive Program will provide more than 150,000 jobs directly and an equal number indirectly. The "Do It Now" campaign is once again in full swing and other measures to create more employment are being carried forward.

There are longer-range challenges that must be faced now if we are to advance, economically and socially.

We are taking steps to upgrade the skills and education of Canadian workers to fit them for the more complex and demanding jobs of modern industry. We are planning to anticipate the effect on the working man and woman of automation and other technological advances, to prevent dislocation and hardship. We are finding ways of increasing productivity to meet increasing competition. It is obvious that all these things are tied closely together.

To provide facilities for more technical and vocational education and training, a vast federal-provincial program of school construction has been going on for the past two years. In that time 462 projects have been approved, 224 of them for completely new schools, which will train an additional 130,000 young Canadians. For this urgent building program we raised the federal contribution to 75 per cent of provincial costs.

A new Bill is before Parliament, a measure to deal with the adverse effects of automation and industrial changes on Canadian workers.

This is a pioneer measure, the first of its kind in the world. It is designed to deal in a positive way with some of the human problems of these changes, by providing government assistance, financial and technical, to labour and management to help them plan ahead to meet these problems as they arise in industry. In those cases where displacement cannot be avoided, workers will be helped to move to other jobs with a minimum of loss and hardship, should they wish to do so.

We are working with labour and management to find ways of increasing this country's productivity, on the national level through the National Productivity Council and on the local level through labour-management seminars and meetings and through the promotion of labour-management committees in industry.

The new Bill before Parliament will depend on the effective co-operation of labour and management for its success. Our efforts to increase productivity ultimately depend also on such co-operation.

Co-operation between labour, management and government in planning for the future will become increasingly essential in Canada. In a free society, this is the best way to accomplish the things we all desire. It is encouraging to note that organized labour and management are recognizing this.

Our economy has been gaining in strength over the past year. The outlook for 1963 is good, and we can expect it to be a happy and prosperous year for Canada.

My very best wishes to you all for 1963.

CLAUDE JODOIN

President, Canadian Labour Congress

The year 1963 is going to confront us with many questions to which we can no longer afford to delay answers. This is particularly true in industry and economics; but it is also true in many other areas.

We have just passed through a difficult year. During 1962 we have had brought home, in painful lessons, some of the realities of changing conditions, both throughout the world and within our own borders.

Unless we maintain an alertness there is always a danger that the effect of changes will be upon us before we realize it, and certainly before we plan to meet new conditions and circumstances. It is now quite obvious that we have not been sufficiently aware of the real nature of changes which are now taking place. There has been too much tendency to support the idea that what is now happening in industry is merely an extension of what has been happening since the first wheel turned, and that everything will eventually take care of itself.

This is not the case. We are confronted with developments which are likely to lead to the most sweeping changes in scientific methods, in production techniques, and in society itself. We need not only to be alert to these changes but we need to be prepared to adopt new methods and new approaches to meet these conditions.

This has been the basis of continued pressure by the Canadian Labour Congress for steps to improve labour-management consultation and for the participation of labour, together with other groups, in contributing toward planning under government auspices. The record clearly shows that labour's efforts in these directions, spread over a number of years, have for the most part been a voice crying in the wilderness.

During the past year there have been indications of an awareness on the part of some management representatives of the need for better labour-management relations. The example of certain European countries has attracted increased attention in Canada. There has also been a marked increase in support for the general idea of "planning" which, it seems, is no longer a bad word.

The Government, in the Speech from the Throne, anticipated legislation having to do with consultation on economic matters and programs to meet the changing conditions resulting from automation and other technological advances. These measures are now before Parliament and we hope that, in their final form, they will make a positive contribution to meeting today's needs.

All this provides ground for encouragement; but time is running out. While other countries have been moving ahead, Canada has been standing still. We cannot afford to let another year go by without taking decisive action.

This is also likely to be a vitally important year in international affairs and as Canadians we trade unionists have a very real interest in these matters. Our relationship with both the Commonwealth and the United States has been the subject of considerable attention and discussion in recent months. The policies we adopt during 1963 may prove to be significant in this regard.

We also face most serious decisions in other aspects of our international relations. As we turn into a new year there is a very immediate need for clarification of Canada's policies on a number of matters of international importance. Not the least of these is our position with regard to nuclear arms. Cut-backs made as part of the austerity program have reduced our assistance to needy countries abroad, leading to a further deterioration in the favourable position we once held. We should not let 1963 pass without doing everything possible to re-establish and even improve that position.

While we should take care not to become overly optimistic, there are signs that offer some hope of a slight thaw in the cold war. The renewal of disarmament talks in Geneva and a more extensive exchange of views between various powers offer at least some hope of an improvement in international affairs. Certainly if 1963 brought a relaxation of these tensions and enabled us to direct into more constructive channels the tremendous forces that are now required for defence, this would be a great year in the history of mankind.

The fact that serious thought is being given by more and more people to our industrial and economic problems also offers hope that we may find solutions, we may open channels of co-operation, and we may place ourselves in a position to gain from the new knowledge that is now available. In the international field there is the hope that a logical approach to our immediate problems, acute as they may be, may provide a method for the settlement of even deeper differences and so move us a step further toward a real and lasting peace.

The international labour movement, of which the Canadian Labour Congress is a part, has as its objectives: bread, peace and freedom for all men. At the New Year,

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trade union members in Canada re-dedicate themselves to this ideal and pledge their support toward its attainment.

JEAN MARCHAND

General President, Confederation of National Trade Unions

If we limited ourselves to considering statements of principles, good intentions and verbal solutions to our problems, there would be no reason for Canada not to be the most prosperous and happiest country in the world. Every day, newspapers, radio and television bring us statements from those responsible for our political, economic and social life, which show us the way to the solution of our problems.

In identification and definition of our national aims, we are generously provided; but, unfortunately, our efforts seldom reach beyond this, as if we were unable, collectively, to catch up with realities to change them and guide them toward the attainment of our common ideal.

For example, we are against unemployment and for full employment. What do we do to solve this serious problem but wait anxiously for the release of employment statistics, in the hope that they will disclose some improvement of the situation, and this without our having to interfere with the blind forces that regulate our economic life

Inspired as we are by examples from Europe, we are in favour of labour-management co-operation. Nevertheless, not one week goes by without some employer or employers' organization declaring war on free unionism.

We are in favour of mutual understanding between the main ethnic groups in the Canadian population, yet racial discrimination is a common occurrence in our everyday life.

We are against domination of the Canadian economy by the American economy. Just try to find any concrete measures that have been taken to stop this invasion which, instead of retreating, is penetrating deeper and deeper into our economic life.

We wish the Canadian people to develop a personality of their own in the face of their powerful neighbour to the south. In the attainment of this objective, our CBC network is a prime and essential instrument. Consider how it is plagued and what underhand efforts are made to destroy it for the benefit of petty interests, who find support in higher government circles.

We are against war, and especially nuclear war. Consider our Bomarc missiles, impatiently waiting for the nuclear warhead held at our disposal by the United States.

In short, our national life is in constant contradiction with itself.

I have therefore no new ideal to suggest for 1963. We are generously provided in that respect. My only wish is that we may have the strength to put into action a few of the good intentions with which our speeches and statements are embellished. This would be the most convincing evidence that we are growing into adulthood.

A. A. HUTCHINSON

Chairman, National Legislative Committee, International Railway Brotherhoods

Once again we have passed through a year of uneasy peace, if it can be said that we have peace on earth while there are so many conflicts, both of arms and without arms.

As this is written we have the spectacle of the most populous nation on earth invading the territory of the second most populous for no apparent reason except a desire for conquest.

A conflict that could well have meant world-wide nuclear war was avoided only by firmness coupled with compromise, and we must be grateful that the spirit of compromise did prevail.

It is a matter of regret that a country such as India, while professing peace and goodwill, should use its might to overrun Goa and now finds itself attacked by a neighbour which believes in might only, and has no thought of peace.

The action taken by India against a weaker opponent cannot fail to detract from sympathy for India in its hour of trouble.

India's ruling classes are not of the Christian faith but their plight emphasizes the fact that we should "Do unto others as we would have others do unto us."

Unfortunately this Christian doctrine has not been present in relations between Unions of working people engaged in similar occupations in Canada in the past year.

Canada has been fortunate in being spared the horrors of war and having been able to try to strengthen the hands of those who are working for peace.

We have been fortunate in seeing a small increase in our prosperity and a reduction in unemployment, during the past few months.

(*Continued on page 1415*)

Apprenticeship Training Advisory Committee

Committee urges, at 14th meeting, closer integration of apprenticeship with other training programs, co-ordination of all technical and vocational training programs so that apprentices can advance readily from one program to another

Closer integration of apprenticeship with other technical and vocational training was recommended to all provincial and federal agencies in a resolution by the National Apprenticeship Training Advisory Committee at its 14th meeting, held in Ottawa November 1-2.

The Committee, which consists of representatives of provincial departments of labour and education, and of labour and management, through its resolution underlined the need for co-ordinating all technical and vocational training programs to permit an apprentice or other student to accumulate recognized credits and advance readily from one program to another.

Apprenticeship must be modernized and made more flexible, said George V. Haythorne, Deputy Minister of Labour, in his address of welcome to the delegates. Above all, he emphasized, it must be integrated with other training programs.

Apprenticeship training, like any other technical and vocational training program, must serve Canada's labour force as a whole rather than separate interests or training areas, declared C. R. Ford, Director of Technical and Vocational Training, Department of Labour.

Among other developments at the meeting was the announcement by Mr. Haythorne that regional fieldmen are to be appointed by the Department of Labour to assist in co-ordinating training efforts and to provide liaison between the provincial government departments involved and the Technical and Vocational Training Branch of the federal Department of Labour.

The Committee agreed, in an effort to broaden the over-all apprenticeship program, that the interprovincial examinations (L.G., March, p. 299) should be available to all automobile mechanics, electricians, plumbers, carpenters and sheet metal workers who hold a provincial completion-of-apprenticeship certificate. Apprentices who successfully pass these examinations are issued a certificate bearing a special red seal that is recognized as proof of trade proficiency in the nine provinces participating in the federal-provincial training agreement.

The Committee accepted 10 of 11 recommendations made by the provincial Directors of Apprenticeship, who met in Ottawa on the two preceding days.

During the meeting, copies of the new periodical, *Technical and Vocational Education in Canada* (L.G., Aug., p. 911), were distributed to members of the Committee and the provincial Directors of Apprenticeship. This magazine was established in answer to requests by the Directors and others that the Training Branch undertake more publicity work to promote training programs.

A report on the British Columbia Conference on Apprenticeship—held October 4-5 in Vancouver—was presented by John Melville, Director of Apprenticeship, British Columbia. (See also following article.)

The meeting of the Committee was again under the chairmanship of H. C. Nicholls, President, Milne and Nicholls Limited, Toronto.

Deputy Minister of Labour

"We need to see that apprenticeship is modernized and made more flexible and, above all, to make sure that it is properly integrated with other training programs," said George V. Haythorne, Deputy Minister of Labour.

"The place of pre-apprenticeship training should be frankly recognized and we should not continue to perpetuate outmoded concepts in this or any other training area," he told the Committee.

There were far too few apprenticeship registrations, Mr. Haythorne said. On June 30, 1962, there were 8,092 apprentices in the building trades registered with the provincial Departments of Labour (Quebec excepted) out of some 510,000 persons employed in construction occupations in these provinces. "This", he said, "represents only 1.6 per cent, or one registered apprentice for every 64 workers employed." He knew the Committee would be seriously considering the present level of apprenticeship registrations and what could be done to improve the quality of training provided.

"We must be ready, especially in this space age, to develop new approaches to training and to manpower, and to promote the full utilization of the new technical training facilities being constructed. One of the basic requirements, we feel, is to encourage industry, both employers and unions, to think through the kinds of training suited to manpower needs in their particular firm, industry and area.

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"This calls for a joint attack by employers and unions. It also calls for the full co-ordination of their efforts and those of the provincial departments concerned, especially Education and Labour, and of the federal Department of Labour," said Mr. Haythorne.

The Deputy Minister reported that a number of regional fieldmen would shortly be appointed to assist in the co-ordination of training efforts. They would also be available to assist in discussions with employers and unions regarding training.

Director of Training

C. R. Ford, Director of Technical and Vocational Training, Department of Labour, first of all stressed that *all* training programs—whether apprentice, technical, vocational or other—must contribute to Canada's labour force as a whole. Such an approach was necessary if Canada was to compete successfully in today's world.

"We are concerned with the whole field of manpower, at all levels," said Mr. Ford, adding that no single training area should be given preference.

Training received by a person in any program, anywhere in the country, should be recognized in any other part of the country, and an apprentice, for example, upon completing his apprenticeship, should be able to advance into other programs—such as technician training—and receive official credits for his previous training, he said.

The complete co-operation and support of governments, labour and management was required in the nation's manpower training, Mr. Ford said. In Sweden it was often impossible to determine who was operating a particular training program—labour, government, or management—and none of them was concerned about claiming credit—the work was always done in the national interest.

Mr. Ford stated that the federal-provincial building program for providing additional technical and vocational training facilities was moving ahead so rapidly that some of the provinces might not be prepared to keep up. The provinces should be prepared to cope with a much larger influx of students than anticipated, he advised.

Report of Training Branch

The Technical and Vocational Training Branch reported that on September 30, 1962, there were 20,526 apprentices registered in the eight provinces that are party to the Apprenticeship Training Agreement with the federal Government.

Up to June 30, 1962, a total of 5,829 interprovincial examinations had been conducted, and 4,161 of the applicants had passed. Examinations were held in five trades; electrical construction, motor vehicle mechanics, plumbing, carpentry, and sheet metal. By the same date, 2,631 official seals had been issued or attached to certificates, compared with 1,514 at June 30, 1961.

The examination for the heavy duty repair trade has been assembled and circulated among the provinces for criticism. It is expected that this examination, together with that for the auto body repair trade, will go into use on a trial basis early in 1963.

The services of an examination and standards officer for the Training Branch, as recommended by the Apprenticeship Advisory Committee in February this year (L.G., March, p. 299), have not yet been obtained.

The Training Branch recommended that every effort be made to exploit the expanding training facilities in connection with apprenticeship training. "We must get closer to the high school and use every possible means to counsel the students and above all we must give them full credit, on their ensuing apprenticeship, for what they have accomplished." All provinces expect to have sufficient vocational instructors to meet the demand.

To cope with the needs of students who have inadequate grounding in mathematics, science, and communications skills, basic training is being offered in 109 centres this year under the program for training of the unemployed (Program 5, formerly Schedule M, under the Special Vocational Training Projects Agreement).

The Branch is placing emphasis on the more extensive use of the trade analyses (L.G., March, p. 299), not only in the preparation of curricula but in all phases of training for a particular trade. Analyses for two more trades—lineman, and residential oil burner installation and servicing—have been published. Analyses are also underway for the following trades: industrial mechanical (millwright), industrial electrical, instrument repair, residential warm air heating and air conditioning, and residential warm air heating and air conditioning technology.

The revision of the machinist trade analysis has been completed and is ready for printing. The revision for the motor vehicle repair trade (mechanical) has been delayed, but revision is to begin soon on the plumbing and welding trade analyses.

An additional 32 technical information sheets for the plumbing trade have been forwarded to the provinces, bringing the total of completed sheets to 96.

The Canadian Refrigeration and Air Conditioning Association has undertaken to prepare a series of sheets for its trade, and other trade associations are showing an interest in similar projects.

Extension of Apprenticeship

In a discussion on the extension of apprenticeship training to manufacturing and service trades, R. H. MacCuish, Assistant Director of Technical and Vocational Training, Department of Labour, pointed out that productivity in manufacturing was increasing, the requirements for manpower were changing, and that an attempt should be made to determine what types of people would be needed in the future.

Small manufacturers did not know how to train apprentices and did not have the facilities, said W. L. Rowe, Vice-President, Coleman Lamp and Stove Co., Ltd., Toronto, an alternate employer representative on the Advisory Committee. In his company's plant, special training was provided for developing specialists for certain types of work, and they were not called apprentices.

The opinion was expressed that many of the larger manufacturing firms trained relatively few apprentices or journeymen; they trained operators or specialists instead. Some of them preferred to see that employees had a basic general training that would enable them to advance to supervisory positions with further in-plant instruction, or would provide the foundation for additional training later.

At the same time, it was pointed out that the "completed" apprentice, with his broader, all-around training, was much in demand by smaller firms where specialization was not practised.

Recommendations of Directors

The provincial Directors of Apprenticeship, from their meeting held on the two days preceding the Advisory Committee meeting, submitted 11 recommendations; the Apprenticeship Advisory Committee adopted 10 of them.,

The Directors of Apprenticeship recommended that:

—Every effort be made to assist the Department of Northern Affairs and National Resources in its project to provide apprenticeship training to people in the Northwest Territories.

—Increased use be made of the trade analyses in the preparation of vocational training programs that are likely to lead to further training by apprenticeship.

—A basic course outline be prepared for "heavy duty operators" for use by employers in on-the-job training.

—The Training Branch continue its efforts on trade and occupational analyses and interprovincial standards examinations.

—Trade and industrial associations be encouraged to produce related materials based on the analyses.

—The collection and distribution of information pertaining to new developments, changes in policy, and training material in general be continued and increased as far as possible.

—Encouragement be given to all provincial apprenticeship branches to provide staff for the development of curricula and examinations for apprentices. (This recommendation was not accepted by the Apprenticeship Advisory Committee).

—Priority be given to new trade analyses in the following order: appliance servicing, structural steel work, stationary engineering, diesel power plant operating, hairdressing, and barbering.

—Firm support be given, with a view to creating opportunities of further training for some graduate apprentices, to the plan of the Training Branch to analyze the occupation of "construction superintendent," with the anticipation that higher standards and recognition within the framework of the interprovincial standards program may ultimately result.

Interprovincial Standards Examinations

Interprovincial examinations and the issuing of interprovincial seals were approved for the following trades effective January 1, 1963: automobile mechanics, electricians, carpenters, sheet metal workers, plumbers, and heavy duty mechanics. The auto body trade examination was approved for use on a trial basis in 1963.

The following provinces have volunteered to prepare new interprovincial standards examinations in these trades: British Columbia, bricklaying; Alberta, painting and decorating; Ontario, refrigeration; New Brunswick, machinist; Saskatchewan, radio and TV servicing.

The Directors of Apprenticeship recommended that the interprovincial standards examination be used for the sole purpose of establishing interprovincial standards certification for persons who hold or are eligible to hold provincial completion-of-apprenticeship certificates.

It was further recommended that where circumstances warrant, permission be granted to provinces to use the material of the interprovincial standards examination for purposes of provincial certification of journeymen other than completing apprentices, provided that all interprovincial standard identification be replaced by provincial identification, and that it is in no way indicated that successful candidates have passed an interprovincial standards examination.

The Directors recommended also that any person holding provincial completion-of-apprenticeship certificate in the trade of automobile mechanic, electrician, plumber, carpenter, and sheet metal worker be eligible to write the interprovincial standards examination for his trade, and if he passes the examination, the interprovincial seal be affixed to his certificate.

The Advisory Committee approved these recommendations.

Renewal of Agreement

The Committee began discussions on the tentative renewal in 1964 of the federal-provincial Apprenticeship Training Agreement. Under this agreement, the federal Government since 1944 has shared equally with participating provincial Governments in the costs of training programs for apprentices.

Mr. Ford stated the subject of agreement renewal was introduced to initiate thinking on what changes might be desirable for incorporation into a new agreement. The Department of Labour itself had not yet contemplated any changes, he said.

Relationship with Other Programs

A discussion on the relationship of apprenticeship with other vocational training programs was initiated by William Hurd, chief of apprentice training, Technical and Vocational Training Branch. He pointed out that the general object was the integration of training, to correlate the different forms of training, and suggested that the trade analyses be used more widely for this purpose.

No terminal programs should exist in Canada, he said. An apprentice should be able to proceed into additional courses with the aid of apprenticeship credits that should be recognized in further training.

After discussion, the Committee adopted a resolution recommending that all provincial and federal agencies integrate more closely the apprenticeship program with other technical and vocational education.

Importance of In-School Training

The importance of in-school training as a part of apprenticeship was discussed under three general headings: (a) content, (b) testing and measurement, and (c) remedial teaching and upgrading, although much overlapping occurred during the discussions.

Greater importance should be placed on general background training that would help meet future conditions, not only today's, said Mr. MacCuish. Related subjects such as science and mathematics were becoming more important than specific techniques, he asserted.

K. A. Pugh, Deputy Minister of Labour, Alberta, pointed out that it was difficult to draw the line between related and unrelated subjects. F. E. Whittle, Assistant Director of Apprenticeship, Alberta, pointed out that subjects in a training program not readily identifiable as being related would not receive the support of employers.

All subject matter pertaining to a particular occupation training program fell into three areas: practical work, theory directly related to the work, and other, less directly related subjects, stated B. F. Addy, Director of Vocational Education, Manitoba, who observed that schools could not turn out journeymen, and this was not their function. The added practical experience, the skill and speed, had to be obtained in industry.

A follow-up system is urgently needed for apprentice training on the job, asserted B. W. Kelly, Director of Apprenticeship, New Brunswick. Too often an apprentice was kept on the same type of operation for months, depriving him of wider experience in on-the-job training, he said.

Publicity for Training Programs

The publicity campaign of the Department of Labour to promote training programs was described by M. J. Kelly of the Information Branch. The main objective in the current basic publicity program was to try to keep young people in school, this being regarded as the fundamental problem.

B.C. Conference on Apprenticeship

Sponsored by provincial Department of Labour, "highly successful" conference attracts 300 participants from among management, labour and government leaders

A "highly successful" conference on apprenticeship, advertised by the British Columbia Department of Labour, who sponsored it, as "Canada's First Conference on Apprenticeship," was held in Vancouver October 4 and 5. More than 300 leaders of the province's management, labour and government participated.

The conference consisted of the presentation of two papers, five panel discussions, and a general discussion at the meeting's conclusion. The papers were presented by two officials of the federal Department of Labour: Gil Schonning, Assistant Director of the Economics and Research Branch, and R. H. MacCuish, Assistant Director of the Technical and Vocational Training Branch.

In the general discussion at the end of the conference, it was agreed that the joint conference planning committee would not be disbanded, that its scope would be enlarged, and that future conferences should be held to study other provincial manpower problems. The planning committee was under the chairmanship of W. H. Sands, B.C. Deputy Minister of Labour, and comprised 12 members representing labour, management and government.

Hon. Leslie R. Peterson, Q.C., British Columbia Minister of Labour, in his announcement of the conference (L.G., May, p. 503) outlined its objectives as:

1. To define the principles of apprenticeship training.

2. To identify the areas of possible co-operation between labour and industry with respect to apprenticeship training in British Columbia.

3. To outline possible future co-operative programs.

The conference chairman was N. Lyle Barr, Chairman of the Provincial Apprenticeship Committee.

Gil Schonning

"Even the optimum development and use of our manpower is no substitute for lack of aggregate demand, and so will not *per se* solve unemployment," Gil Schonning, Assistant Director of the Economics and Research Branch of the Department of Labour, Ottawa, told the conference.

Nevertheless, he went on, "investment in manpower is a profitable one, since there obviously is a close link between manpower competency and productive efficiency. How and where we invest may stand re-examination, and I believe we need to give serious thought to this in the future." Much of his address, entitled "The Practical Utilization of Trained Manpower in this Nuclear Age," was devoted to a consideration of how such investment should be directed.

The speaker said that our objectives for the future ought to be: first, to learn more about what we are training people for; second, how much background knowledge and training should be given, keeping in mind the need for a flexible and adaptable work force; and third, to find means of minimizing the dislocation in employment caused by technological and other "shocks" that are being felt more and more throughout the economy.

Mr. Schonning discussed, first, the factors that bring about changes in the demand for labour both in quantity and kind. Such changes, he said, might come about as a result of changes in the structure of industry due in turn to shifts in demand both at home and abroad, or to the substitution of products and services.

If the pace of change is slow, there is no problem. But the faster the pace the harder it is to make the necessary adjustments in the supply of manpower and the more likely is the occurrence of dislocations in supply and demand "because of the lag between what an economy wants and what [training] institutions can produce."

Technological changes and automation can create very rapid and dramatic changes in the kind and quantity of manpower required, in some instances creating the demand for new skills, he said.

Many of these changes have been re-reflected, of course, in our educational and training institutions. The adjustment between the requirements of the economy and the supplies provided by our education and training institutions has not always been smooth. In fact, in recent years we have developed shortages in a number of occupational supplies, while at the same time accumulating large surpluses of both experienced and inexperienced manpower.

Mr. Schonning then turned to the problem of long-range manpower forecasting, which the Department of Labour is now exploring with two objectives in mind: to estimate the size of Canada's manpower supplies at some future date, and to estimate the occupational requirements of the economy of that period.

The assumption that the percentage of 14- to 19-year-olds staying in school will grow and that therefore the proportion entering the labour force will decrease implies a strong increase in the demand for education and training facilities.

One objective in meeting the responsibility to Canada's young people must be the assessment of the changing requirements of the economy in the future; another, the adaptation of education and training programs to these requirements in a way that will produce a flexible and adaptable work force.

A third objective must be the strengthening of guidance programs so that the young, "potential recruits for the labour market," will be able to make the best choice of occupation in line with their abilities, inclination and occupational opportunities.

Two other responsibilities are the retraining of adult workers who have adequate education but whose occupation has become surplus, and the retraining of those who lack the necessary general education for training.

In order to make the most effective investment in education and training it was necessary to be able to give at least a partial answer to a number of questions. These included:

—Which occupations are expanding, which remaining stationary, and which declining in terms of the numbers of workers and kinds of skills required?

—How much education and training do these occupations call for, and what is the most effective way of giving it?

—What is the best way of retraining adults, especially those lacking in the basic education needed before technical training could be started?

—What is the best way to develop and expand services designed to help in allocating manpower supplies?

As to which occupations will grow and which will change or decline, we do not know all the answers, but we are convinced that good estimates must be found, Mr. Schonning said. "In general, we all know that the so-called 'paper shuffling' occupations will continue to expand and within this group the professional; in particular, occupations such as keypunch operators, tabulating machine operators, secretaries, stenographers and typists would seem to have a good future ahead of them."

The group engaged in non-office activities may expand much less. A study by the Department of Labour has indicated sharp increases in maintenance occupations—pipefitters, mechanics and millwrights—and lesser increases among stationary engineers, maintenance welders and electricians.

Among production occupations increasing were power truckers, polishers, sheet metal workers, production welders, fitters and assemblers; among those dropping were core makers, machine operators and moulders.

Examples of occupations where changes have occurred and where future demand is likely to expand were: office occupations arising out of the use of electronic data processing machines; occupations connected with the industrial uses of electronic equipment and instruments; those connected with expanding hospital care, such as radiographers and X-ray and radio isotape operators.

Concerning the question of how much education and training were needed in "these new and changing occupations," he said young people, especially those destined for non-professional work, must somehow be made aware that what they think is sufficient preparation for the moment may be entirely inadequate some years hence.

It is debatable whether we should encourage our young people to take more education than they need in the early stages of their careers, or rely heavily on retraining and refresher and booster courses. "Until recently, evidence suggested that our young people and our society may have underestimated the rising level of technical and other requirements of our changing economy."

As to how best to train people, Mr. Schonning said that so far we had obtained our trained workers from a number of sources: from those trained on the job or from immigration; some had come from apprenticeship and from technical and vocational schools. Immigration as a source had been drying up, and the other sources would probably continue to supply our trained manpower. But trained workers in future must be able to adapt to rapid changes and to the economy's increasing demand for technical competence; this may force us to shift to more formal training, which may provide the worker with a wider potential competence than when he is trained on the job.

For the adult worker who is in need of a booster so as to enable him to take retraining, Mr. Schonning thought specially designed courses in science and mathematics might be more suitable than requiring them to finish another whole grade or two. It might be better, and it would certainly be cheaper, to give them courses suited to their needs than to use the regular grade system.

Lastly, the speaker dealt briefly with special machinery which helps to minimize labour market dislocations. He suggested that the problem could be partly met by: preparations for meeting manpower changes before they occurred; after advance warning had been given, developing "a comprehensive and imaginative program for training, retraining, and transferring workers affected by technological or other major changes;" by subsidizing income and helping to move workers to other places where jobs were obtainable.

"It may be that a co-operative arrangement is needed in coping with this problem in which employers, unions, and governments join forces," Mr. Schonning said.

R. H. MacCuish

"If apprenticeship is going to do more than exist as a program, it must meet the need of training today's youth for tomorrow's jobs," said R. H. MacCuish, Assistant Director, Technical and Vocational Training Branch, in the second of two papers presented at the conference. He was speaking on "The needs and principles of Apprenticeship."

Mr. MacCuish first dealt with apprenticeship in the light of the five basic areas of need for training that were outlined by H. L. Shepherd of Canadian Westinghouse in a preliminary report of his study on the development of training in industry that he undertook for the Department of Labour (L.G., March, p. 302).

These areas were: (1) Basic training for skill development, (2) Short-term retraining as a result of changing production methods in industry, (3) Journeymen craftsmen training, including both apprenticeship and non-apprenticeship programs, (4) The training of technicians, and (5) The training of first-line supervisors.

On the first area of need, basic training for skill development, Mr. MacCuish pointed out that 75 to 80 per cent of the unemployed are in the 43 per cent of the labour force having only primary education. Even up to the early postwar years, this was sufficient education for entry into the skilled trades.

"Even today we accept young people into some of our trades with this level of education and, what is more serious, we teach them only the skills required now." Training programs should give apprentices sufficient background in basic subjects to provide the flexibility required by constant technological change.

Many firms now require high school graduation for entrance to apprenticeship.

> I believe there is an important place in our system for apprenticeship. I do not go along with those who say that it is outdated and should be scrapped.
>
> I believe that some of the traditional concepts of apprenticeship that remain in our present programs should be modified.
>
> I look upon apprenticeship as a training program, not as a control or as a means of manipulating the entrance to particular occupations.
>
> I believe that apprenticeship is an important link in an over-all skilled and technical manpower development program, and that it should be integrated with and closely related to other links in this total program such as the vocational high school program, the technician training program, and appropriate short-term programs of manpower training.
>
> Apprenticeship must prepare those entering the skilled trades, not only for today's techniques and methods, but also must provide a foundation of knowledge upon which they can cope with tomorrow's techniques and methods.
>
> *—R. H. MacCuish, at B.C. Conference on Apprenticeship*

But what of the boy who for one reason or another does not graduate from high school? In my opinion, apprenticeship provides one of the routes to full competence in a skilled occupation and should accept the boy who enters the world of work with less than high school graduation. However, for this boy we should provide the equivalent of the high school program in those subjects needed to provide him with a source of livelihood in the future.

This implies that industry should provide the apprenticeship opportunities, the on-the-job experience, and, jointly with government, the necessary institutional training. This is in the interest of each and every individual Canadian; it is in the national interest.

With reference to short-term retraining needed as a result of changing production methods, Mr. MacCuish pointed out that as long as production techniques are changing so rapidly, we will require short-term retraining programs even in times of relatively high employment.

A recent ILO recommendation stressed that accelerated training in skilled occupations must be followed up with a broader and more general training on the job. There were two implications here for apprenticeship:

"One is that short-term training opportunities should be provided in skilled trades, and the other is that apprenticeship should provide for the follow-up training to broaden the trainee into full competence in the skilled occupations."

He disagreed with those who thought that short-term training in skilled trades would harm the apprenticeship method of training and dilute the competence of the work force. He was more concerned about

the harm that would be done to apprenticeship "by trying to keep it isolated, in its traditional form, from the realities of today's requirements."

The third of Mr. Shepherd's areas of need for training, journeymen craftsmen training, was of course the main concern of apprenticeship, Mr. MacCuish said. Present training programs are not providing nearly enough skilled tradesmen to meet the demand, he said. He had more to say about this when he discussed the principles of apprenticeship.

The fourth need, the training of technicians, the speaker said was closely related to apprenticeship. Apprenticeship training should be broad enough to allow tradesmen to advance to the extent of their ability. This meant that either during apprenticeship or otherwise, they should have the chance to qualify for entry to institutes of technology or to advance on the job to technician's status. "On the other hand, entrance requirements to institutes should give credit to relevant training during apprenticeship," Mr. MacCuish believed.

As to the fifth category, the training of first-line supervisors, here again a man should have the chance to develop to the full extent of his ability, he said. Apprenticeship programs should produce the kind of tradesman who could become a supervisor with a minimum of difficulty. Some apprenticeship programs provided basic supervisory programs during the apprenticeship period, and this should be encouraged as long as "the institutional part of apprenticeship does not become excessive."

Mr. MacCuish then enumerated a number of principles of apprenticeship under the four divisions in an apprenticeship program: planning and administration, shop instruction, related instruction, and the selection of apprentices.

If an apprenticeship program is to be effective in producing sufficient tradesmen for the future it must be run continuously, through times of prosperity and depression; it must be run efficiently, just as efficiently as manufacturing operations themselves; it must be operated in terms of the needs, present and future, of industry and in terms of the particular industry. And effective apprenticeship requires the active interest and participation of management, labour and government, he said.

Some of the principles were that: training should provide an adequate number of new tradesmen, with a logical ratio of apprentices to journeymen; this ratio should be positive rather than restrictive; there should be a written apprenticeship agreement; training should continue through bad times as well as good; credits should be allowed for previous training; apprentices should be rotated in their work to give them all-round training; instructors should be competent and should have had some training as instructors; in job instruction the emphasis should be on instruction rather than on production.

An apprenticeship program should aim to produce tradesmen who could adapt themselves to new methods. "Production techniques and methods change so quickly that competence is now a matter of one's ability to understand principles and adapt to new methods with a minimum of formal retraining," the speaker said.

"Age limits are a matter for individual employers to determine. Legislation may provide a minimum age, but a maximum age, in my opinion, is unrealistic," Mr. MacCuish said.

Corporations and Labour Unions Returns Act

Enacted this year, federal measure, to come into force on January 1, requires unions and corporations operating in Canada to submit annual financial returns

The Corporations and Labour Unions Returns Act, which received Royal Assent on April 18, 1962 and which will come into force on January 1, 1963, requires corporations and labour unions carrying on activities in Canada to file annual returns with the Dominion Statistician.

The returns will be divided into confidential and non-confidential sections. Information disclosed in Section A, the non-confidential part, will be available for public inspection. Section B, the confidential part, will contain financial data, which will be published only in summary form.

A Government bill to provide for returns from corporations and labour unions was given first reading in 1961. After this, representations were received from both companies and unions. The Minister of Justice, who introduced the 1962 bill, said that the Government had welcomed the expression of views of companies and unions

and that these views had been "very carefully and exhaustively studied and taken into account in the preparation of the new bill." He emphasied that the legislation was primarily a fact-finding measure.

General Provisions

Both corporations and unions are required to submit returns for the reporting period coinciding with or ending in 1962. The returns are to be filed not later than six months after the coming into force of the Act or the end of the reporting period, whichever is later.

Reporting period in relation to a corporation means a fiscal period of the corporation as defined in the Income Tax Act. In relation to a union, it means a fiscal period of the union.

A copy of Section A of a corporation return will be kept in an office of the Department of Secretary of State; one copy of the corresponding section of a union return, in the Department of Labour. The non-confidential sections of the returns will be available for inspection upon payment of the prescribed fee, which may not exceed $1 in respect of any corporation or any union.

Section B of the returns will remain in the custody of the Dominion Statistician and the data disclosed will be published only in summary form.

Information contained in Section B of the returns is privileged information and no official or authorized person may be required to reveal any facts in any legal proceedings except those relating to the administration and enforcement of the Act.

Other government officials, however, may have access to the privileged information for purposes of determining policy in connection with the formulation of any law.

Any official who violates the secrecy provisions is guilty of an offence and liable to a fine of up to $1,000 or imprisonment for up to three months or both.

The Minister of Trade and Commerce is required to submit to Parliament an annual report containing a statistical summary and analysis of the information filed by corporations and unions. The information is to be presented in such a way that particulars disclosed in Section B of the returns will not be identifiable with any company or union.

In addition to his general authority to make regulations for carrying out the Act, the Governor in Council is authorized to prescribe the form for financial reports and the particulars to be included in them.

A corporation or a union that fails to file the required reports is guilty of an offence and is liable on summary conviction to the penalties provided.

Corporations

Corporations Covered

The Act applies to all corporations carrying on business in Canada except corporations listed in the Schedule.

Among the exempt corporations are corporations whose gross revenue from their Canadian activities was not over $500,000 in any reporting period and whose Canadian assets did not exceed $250,000, and companies who are required to file substantially the same kind of information under other federal legislation.

The Act exempts also municipalities, crown companies, agencies of foreign governments, non-profit charitable or religious organizations, and corporations not less than 90 per cent of the capital or shares of which are owned by Her Majesty in right of Canada or a province or by a Canadian municipality or by another government.

Corporation Returns

In Section A, the non-confidential part, a corporation must show the corporate name; the address of the head office of the corporation, and, in the case of a company not resident in Canada, the address of its principal place of business in Canada or place to which communications under the Act may be directed; the manner, date and place of incorporation; the name, address and nationality or citizenship of each director and of each officer of the corporation resident in Canada and the position held by each such officer.

In Section A of its return a company must also show the amount of authorized share capital, the number of shares of each class, and a description of the voting rights attached to each class.

In addition, a company must report the number of issued shares of each class, showing the number of shares of each class held by persons with addresses of record in Canada or elsewhere. A company must also report the number of non-residents who hold more than five per cent of the total of issued shares of any class, giving the number of shares held by each such person.

Every company is obliged to disclose the name and address of every corporation holding 10 per cent or more of its issued shares or of any class of shares, as well as the number of shares held by each such corporation. If a firm holds more than 50

per cent of the total number of issued shares of any class of any other company it must give information regarding the name, address and incorporation of that company.

The total amount of debentures issued and outstanding, together with the total amount of each class of debentures, must also be shown in Part A of the corporation return.

The Act further provides that every company, except one that is prohibited from selling its shares or debentures to the public, must show the total number of shares and the total amount of debentures of each class that have been offered in Canada for public subscription in the last five years.

All information in Section A of a company return except particulars as to the name, address and incorporation and shares and debentures offered for public subscription in the last five years must relate to the last day of the reporting period. Only changes need to be mentioned in any subsequent reporting period.

Confidential Part

Section B of a corporation return, the confidential part, comprises (1) a financial statement for the reporting period consisting of a balance sheet, a statement of income and expenditure and a statement of surplus; (2) such annual financial statements (other than those described above) as are required by the by-laws of the company or under the terms of incorporation to be placed before an annual meeting of shareholders; (3 an itemized statement showing separately certain payments made by the corporation in the reporting period to persons not resident in Canada.

This separate statement must show remittances abroad for such items as: dividend and interest payments, rent, royalties, franchises, payments for advertising and sales promotion or in respect of scientific research or product development, insurance premiums, management and administration fees, salaries, fees and other remuneration to officers and directors, annuities, pensions and similar payments to officers and directors and to persons holding more than five per cent of the issued shares of the corporation or of any class of shares, fees for professional services, and other consulting fees and charges not specifically mentioned.

Every statement in both parts of a corporation return must be certified by the president or a vice-president and by the secretary or treasurer or by any of these officers and a director. The statements in Section B of the return, except the statement covering payments to non-residents, must be accompanied by a signed auditor's report.

Unions

Unions Covered

The Act applies to every labour union carrying on activities in Canada and having a local union or branch in Canada, except a union with fewer than 100 members resident in the country.

Union Returns

In Section A of its return a union must show: (1) the name of the union; (2) the address of the headquarters of the union and, in the case of a union with headquarters outside the country, the address of its principal office in Canada or place to which communications under the Act may be sent; (3) the provisions of the union constitution; (4) the name and address of each union officer and the position held by each; (5) the name, address and nationality or citizenship of each officer and employee of the union resident in Canada (other than clerks or stenographers), the position held by each and the manner of his election or appointment; (6) the name and address of each local or branch in Canada, the number of male and female members in each and the name and address of each officer; (7) the name and address of each local or branch of the union in Canada under trusteeship, together with particulars; (8) the name and address of every employer or employers' association, resident in Canada, with which the union has a collective agreement.

All information except the first two items must relate to the last day of the reporting period but only changes need be shown in subsequent reports.

Section B of the union return (the confidential part) comprises a financial statement consisting of a balance sheet showing the assets and liabilities of the union as of the last day of the reporting period and a statement of income and expenditure in such form and containing such particulars relating to the financial position of the union as may be prescribed by regulation.

In addition, a union with headquarters outside Canada must also furnish a classified statement showing total amounts paid or credited to the union in the reporting period by, on behalf of or in respect of members resident in Canada on account of initiation fees, membership dues, health and welfare assessments, death benefit assessments, strike benefit assessments, fines and work permits.

Like the corporation returns, union statements must be verified by officers. Every statement must be certified by the president

or a vice-president of the union and by the secretary or treasurer or by one of these officers and by a member of the executive board of the union. The financial statements in Section B of the union return (except the special statement required of international unions) must be accompanied by a signed auditor's report.

Safety and Health Legislation in 1962

Six provinces adopt new safety and health measures; three of them emphasize construction safety. Ontario establishes Labour Safety Council, and passes Construction Safety Act. Manitoba amends Building Trades Protection Act

During the 1962 sessions of the Legislatures, six provinces adopted new safety and health measures, three of them emphasizing construction safety.

Ontario established the Labour Safety Council of Ontario and passed the Construction Safety Act 1961-62, providing for the establishment of safety standards and requiring municipalities to appoint construction safety inspectors. It also made minor changes in the Construction Hoists Act, 1960-61 and the Elevators and Lifts Act, and amended its Mining Act to bring it into line with current practices.

In Manitoba, amendments to the Building Trades Protection Act and the Employment Standards Act extended the coverage of the legislation and introduced new safety rules. Amendments to the Electricians' Licence Act provided for additional classes of licences.

New Brunswick passed the Logging Camps Act, which provided for the enforcement of minimum health and sanitation standards in logging camps, made some changes in the coverage and regulations sections of the Factory Act, and replaced its Mining Act.

In Nova Scotia, new provisions dealing with radiation hazards were added to the Public Health Act. The Metalliferous Mines and Quarries Regulation Act and the Coal Mines Regulation Act were amended.

Other safety and health measures adopted at the 1962 sessions were the Alberta Elevator and Fixed Conveyances Act and an amendment to the Newfoundland Health and Public Welfare Act.

ONTARIO

Most of the changes in safety legislation in Ontario stemmed from the Report of the McAndrew Royal Commission on Industrial Safety (L.G., Dec. 1961, p. 1238). The Report, which was made public on October 20, 1961, contained observations and recommendations with respect to seven Acts governing the safety of workers administered by the Department of Labour.

In addition to recommendations for new legislation to deal with safety in construction work and in other industries, the Commission recommended the adoption of a system of provincial licensing of builders and contractors in the building construction industry.

Ontario Safety Council

The first step taken in the implementation of the Report was the establishment of the Labour Safety Council of Ontario, by amendment to the Department of Labour Act.

The Council, set up on January 13, consists of seven members representing industry, labour, medicine and engineering.

The function of the Council is advisory and its authority is limited to inquiry. The Council is to inquire into and advise the Minister, at his request, regarding any matter affecting the safety of workers. In particular, it is empowered to concern itself with safety laws, and with the co-ordination of the functions of all organizations concerned with workers' safety.

Construction

One of the principal recommendations of the McAndrew Report was that the Ontario Building Trades Protection Act, originally passed in 1911, which the Commission found to be unenforced and practically unknown, should be repealed and replaced by a new Construction Safety Act. Following the recommendation, the Ontario Legislature passed the Construction Safety Act, 1961-62, which went into force on August 1.

A feature of the new Act is that it covers other structures as well as buildings, including those of the Crown and its agencies and of a municipality. Farm buildings, projects to which the Mining Act applies, and buildings being constructed by the owner in person are the only exemptions.

The Act makes it the duty of the employer to take every reasonable precaution for the safety of his workmen, provides a penalty for a workman who endangers his

own safety or that of others, and assigns the responsibility for enforcement to the municipality, which may obtain assistance from provincial inspectors on request. No standards are set out in the Act but are to be prescribed by regulation. The first regulations were issued in August (L.G., Sept., p. 1052).

As indicated above, enforcement is primarily a municipal responsibility. It is now mandatory for every local municipality with a population of 50,000 or more, and every city or separated town and every area municipality in Metropolitan Toronto, to appoint inspectors to enforce the Act and regulations. County councils are required to appoint inspectors to enforce the legislation in municipalities that are not required to have their own inspection staff. Two or more municipalities may have a joint inspectorate. Provincial inspectors are responsible for enforcing the Act in territory without municipal organization.

On request, provincial inspectors are required to assist the municipalities in the selection and training of their inspectors and to advise and help municipal inspectors in the performance of their duties. Provincial supervision is provided for through a provision that requires the clerk of a municipality to notify the Deputy Minister of Labour within seven days of the appointment or termination of service of a municipal inspector.

An inspector may require an employer to produce drawings and specifications of any project. If he finds that any provision of the Act or regulations is being contravened, he may issue a written order requiring compliance with the law. Work on the project must cease if immediate compliance is required, or if an order has not been carried out in the time specified. The inspector may affix such an order to a project, and the notice may not be removed without his approval.

The maximum fine for failing to observe a "stop-work order" is $100 for every day that the contravention continues. For other offences, a fine of not more than $1,000 or imprisonment for not more than 12 months, or both, may be imposed.

A fine of not more than $500 may be imposed on any workman who "by his conduct endangers his safety or that of other persons" or who fails to use or wear protective devices or clothing as required by his employer.

Municipal inspectors are required to make an annual report to the municipal council, stating the number of inspectors employed and giving particulars regarding inspections, informations laid, convictions and penalties imposed, fatal injuries, remedial and stop-work orders, and other matters.

Amendments were made to the Ontario Construction Hoists Act, 1960-61, which came into force on November 19, 1962, relaxing the requirements to some extent with respect to construction hoists used to raise and lower materials. As a result, plans and specifications of material hoists will not have to be submitted to the Department of Labour for approval but it will be necessary to obtain the permission of the chief inspector before commencing an installation or a major alteration.

The provision requiring all hoists to be inspected before being put into operation and after a major alteration was also amended to give the chief inspector authority to permit a material hoist to operate temporarily without inspection under specified circumstances.

Elevators

The Ontario Elevators and Lifts Act was amended to require inspectors to apply the 1960 edition of the CSA Elevator Code, instead of the earlier edition, when inspecting new installations. The 1960 edition covers automatic elevators, which constitute 95 per cent of new installations.

Another amendment increased the maximum fine for an offence under the Act from $500 to $1,000.

An amendment made to both the Elevators and Lifts Act and the Construction Hoists Act, 1960-61 reserved to the Chief Inspector the authority to require the attendance of any person for examination under oath, for the purpose of an inspection or investigation. Previously, any inspector had the right to examine under oath. All these amendments were recommended by the McAndrew Royal Commission.

Mines

Ontario also replaced Part IX of the Mining Act, making extensive revisions to bring its safety provisions into line with current practices in the industry.

Among the important new provisions are those which regulate the use of blasting agents, permit the use of raise climbers, set new standards for friction hoists, electric hoists and other electrical equipment, and adopt the Canadian Electrical Code. The safety rules for gravel pits and quarries and for crushing plants and metallurgical works were also revised.

The provisions relating to blasting agents set out requirements concerning the use of this new, less sensitive type of explosive that is being used in the industry and had

not previously been covered by the Act. A "blasting agent" is a type of explosive in which no single ingredient is an explosive and which cannot be detonated by a No. 8 detonator.

The rules for blasting agents are mainly an extension of requirements already applicable to explosives. They deal with handling, storage, transportation, drilling; use, disposal of defective blasting agents, and removal of blasting agents from a mine, and other matters. A blasting agent may not be prepared on a mining property, except by an authorized manufacturer, unless the written permission of the Chief Engineer of the Department of Mines has been obtained. This will enable the Department to have a record of mining operations where the blasting agent is being prepared.

Raisé climbers are recognized under the amended Act as acceptable mining equipment. The Act sets out requirements with respect to their brakes and maintenance, provides that the rated load capacity certified by the manufacturer must not be exceeded, and specifies that an approved log book to record inspections, maintenance and repairs must be kept and always be readily available to a departmental engineer.

A new requirement covering the use of friction hoists stipulates that a certificate stating the maximum allowable suspended load and the maximum allowable unbalanced load must be obtained from the hoist manufacturer, and these ratings must not be exceeded. A Friction Hoist Machinery Record Book in which specified information must be recorded must now be maintained.

Among the new provisions respecting electric hoists are several designed to ensure safety in connection with the functioning and use of electrical devices for manual or automatic control of the conveyance.

Changes dealing with other electrical equipment cover such matters as grounding, wiring methods, protection and control devices, and underground electrical installations.

The Act now states that the current edition of the Canadian Electrical Code, Part I, is accepted as good practice in the installation of electrical equipment, except where the Code may conflict with the provisions of the Act. Previously, adherence to "recognized electrical codes" was accepted as good practice. Recognizing the Canadian Electrical Code as the only standard will facilitate the standardization of design and interpretation where fundamental rules applying to all electrical installations are concerned.

The use of an approved water blast is now required in development headings, such as a drift, crosscut, raise or sub-drift, to wet the area thoroughly after blasting. Also, an auxiliary air supply must be provided in a multiple compartment raise, or sub-drift from it if its length exceeds 25 feet from through-ventilation, and in stopes with one entry.

The Act provides that if a hoist operated by automatic control is the only means of hoisting men, there must be a qualified man to operate it manually when men are underground.

A new provision designed to improve intercommunication has been introduced. It requires that a voice communication system must be installed in all active shafts between the collar and regular landing places, except during shaft-sinking operations.

Provisions concerning protection from machinery hazards include a requirement that all inclined conveyorways must be equipped with a suitable walkway or travelway to allow access for maintenance purposes.

Among changes in safety requirements governing clay, sand and gravel pits and quarries is one concerning the use of mechanical equipment in loading loose material. Another new provision specifies that when a vehicle is dumping material on a stockpile, proper precautions must be taken to keep it a safe distance from the edge.

Important changes also have been made in provisions relating to operations at crushing plants, mills and metallurgical works. One of these, extending existing provisions, requires that suitable precautions be exercised at all plants where acids or poisonous compounds are produced, transferred, used or stored, to reduce the hazards to a minimum. Previously this requirement did not specifically cover the manufacture of these materials.

A new provision states that no person may enter or be permitted to enter a tank until measures have been taken to ensure that the atmosphere is safe.

Detection equipment must now be maintained in readily accessible places at all metallurgical plants where dangerous concentrations of poisonous gases or vapours may be present in the atmosphere.

MANITOBA

Construction

Manitoba also adopted amendments designed to give greater protection to construction workmen.

The Building Trades Protection Act was renamed the Construction Safety Act and its application was extended to include the

construction of roads, bridges, pipelines and tunnels as well as buildings. In line with these changes, the Building Trades Protection Board was renamed the Construction Safety Board and its membership expanded.

The Board's duties were also enlarged. It may now make inquiry as to measures to protect workmen in all sectors of the construction industry from injury, and may prepare regulations for this purpose.

Also, matters into which the Board is to inquire are set out in greater detail than formerly. These now include the measures that should be enforced to prevent injury to persons and damage to property resulting from (a) failure of employers or employees to take adequate precautions; (b) improperly designed or defective equipment; (c) improper or unskilled use of equipment; or (d) employment of inexperienced or unskilled persons. Precautionary measures recommended by the Board may be adopted by regulation.

For the first time the Act lays down certain obligations that an employer engaged in a work of construction must perform to ensure the safety of his employees. These are: (a) to take all reasonable and necessary precautions; (b) to place adequate guards in danger areas and maintain them in good condition; (c) to practise procedures to prevent or reduce risk of injury or damage to persons or property; (d) to post and maintain legible signs and notices warning of existing dangers.

As before, an inspector is authorized to issue an order requiring corrective action to be taken to remove or control a danger or to secure compliance with the law. The Act now stipulates that such an order may be made to a subcontractor as well as to a person having a contract for the whole of the work or the owner of the building or land. Where an order so provides, work must be suspended until the order has been rescinded.

A new provision authorizes the making of regulations providing for the examination and licensing of employees who use certain types of heavy equipment, powder-actuated equipment or dangerous equipment.

Factories and Other Workplaces

Part IV of the Manitoba Employment Standards Act, which formerly dealt with the safety of employees in factories, was widened to cover safety of employees in any place of employment. As a result, Part II of the Shops Regulation Act, which dealt with working conditions in shops and offices, was repealed.

A number of provisions, including those dealing with birth certificates of adolescents, and the power of inspectors to issue orders to eliminate hazardous health conditions, which formerly applied only to factories, were made applicable to any place of employment.

The provisions regarding the eating of meals in a work area in a factory and regarding employees' dining rooms were made more stringent.

A new provision prohibits an employer from allowing employees to enter an area that is in danger of collapse as a result of overloading, except to remove a load or to strengthen the bearing surface. The amended Act also prohibits the installation of machinery in any workplace if its operation might endanger the stability of the building. All dangerous openings in floors and walls must be properly guarded.

As with other safety provisions, those dealing with fire protection now apply to any place of employment, rather than to factories only, and the Fire Commissioner for Manitoba, instead of the Chief Factory Inspector, is now responsible for seeing that requirements regarding fire exits and fire-fighting equipment are met.

Licensing of Electricians

Amendments to the Manitoba Electricians' Licence Act, to be proclaimed in force, provided for further types of licences in view of the increased specialization in the electrical trade.

Early in 1960 a special committee consisting of representatives of electrical energy suppliers and distributors, firms employing electricians, and electrical unions was established by the Deputy Minister of Labour to study the necessity of expanding the number of types of electricians' licences in view of the increasing technical and specialized fields of the trade. The committee's recommendations resulted in amendments providing for eight types of licences, rather than the three provided for previously.

The following licences are now provided for: (1) master electrician's; (2) journeyman electrician's; (3) limited construction electrician's; (4) limited maintenance electrician's; (5) limited appliance repair electrician's; (6) limited specialized trade electrician's; (7) electronic equipment serviceman's; and (8) journeyman electrician's temporary licence.

A master electrician's licence authorizing the holder to do any kind of electrical work may be issued to a person who has held a journeyman electrician's licence for at least two years and has passed the prescribed examinations in electrical design and layout.

The holder of a journeyman electrician's licence is permitted to do electrical work in connection with any buildings and electrical installations. A temporary journeyman's licence may be issued to a person with a licence from a recognized licensing authority outside the province.

A person holding one of the limited licences is restricted to the type of work specified on the licence. An electrician who holds a limited construction electrician's licence may do electrical work only on farm buildings, one and two-family residences and small commercial premises.

The holder of a limited maintenance electrician's licence is allowed to do electrical maintenance or repair work in his regular place of employment.

A limited specialized trade licence permits the holder to do electrical work in connection with a particular trade (gas and oil burner installation, elevator and hoist repair, etc.).

The holder of an electronic equipment serviceman's licence is authorized to do electrical work in connection with radio or television equipment. A person repairing other electrical appliances must have a limited appliance repair electrician's licence.

The licences required for repair and servicing of radio and TV equipment and electrical appliances apply only in Greater Winnipeg, in the cities and in any municipality that has passed a licensing by-law.

As before, all electrical equipment offered for sale or installed in the province must have CSA approval or be approved by the Minister of Labour. All equipment is now required to bear a stamp or seal indicating such approval.

New Brunswick

Factories and Construction

In New Brunswick, amendments to the Factory Act, arising out of the studies of a committee set up by the Minister of Labour to study industrial safety services, extended the application of the Act to the construction industry. They also made provision for a more effective safety program, with greater co-ordination among the administrative agencies involved, the details of which are to be set out in regulations.

Because of its wider application, the name of the Act was changed to the Industrial Safety Act.

Regulations may now provide for a continuing study of safety codes, accident statistics, industrial hygiene, safety standards, inspection and enforcement, and the adoption of appropriate safety codes. As regards administration, the regulations may set out the functions of any agency concerned with industrial safety, including the Workmen's Compensation Board, the New Brunswick Accident Prevention Association and the Department of Labour.

Logging Camps

The New Brunswick Logging Camps Act, which provides for the enforcement of minimum health and sanitation standards in logging camps, resulted from a survey of woods camps conducted during the past year by officials of the Department of Labour. According to press reports, the Minister of Labour said that the investigators found conditions ranging from excellent to deplorable.

Camps operated directly by the pulp and paper companies were found to be generally of a high quality; those operated by jobbers of the companies were of good quality except in a few cases where sanitary facilities were poor. "In most other cases," the Minister said, "the camp conditions were generally poor and in many cases were described by the investigators as absolutely disgraceful.

"Poor or non-existent sanitary facilities were the worst features but there was also poor construction and there were also fire hazards and overcrowding," the Minister stated.

The Act, which went into force on October 1, laid down no minimum requirements for camps but authorized regulations dealing with such matters as the classification of camps, notices of proposed operations, building specifications, sanitation and maintenance standards, medical examinations for food handlers, sleeping accommodation and first aid. The Act is administered by the Department of Labour.

A person who contravenes a regulation is liable to a maximum fine of $50 or to imprisonment for up to six months. If a subcontractor fails to comply with a regulation, the principal contractor will be held to be guilty of the same offence.

Mines

Unlike the former Act, the revised New Brunswick Mining Act does not contain safety rules for mines and quarries. It does, however, authorize the Minister of Mines to make regulations governing the operation of any mine or metallurgical works, pit or quarry, subject to the approval of the Lieutenant Governor in Council.

Under this authority an order was issued in September (O.C. 62-658) adopting as regulations under the new Act regulations

governing the operation of coal mines (O.C. 57-711) and regulations governing the operation of mines and quarries (O.C. 55-829), issued under the previous legislation. As well as establishing safety rules, these regulations fix a minimum age for employment and limit the hours of work.

NOVA SCOTIA

Radiation

The new Nova Scotia Public Health Act provides for provincial regulation of radiation hazards. The Minister of Public Health is empowered to appoint radiation hazard inspectors and the Governor in Council is authorized to make regulations requiring the registration of all ionizing devices (except those utilizing radioisotopes, which come under federal control), and of all persons operating or responsible for such devices.

In addition, the Act prohibits the operation of any shoe-fitting device that uses fluoroscopic, X-ray or radiation principles.

Any person who contravenes the legislation is liable to a fine of up to $50 or up to 25 days imprisonment.

Mines

An amendment to the Nova Scotia Metalliferous Mines and Quarries Act gives an inspector authority to order the use of safety hats, safety boots, goggles, respirators or other protective clothing or devices if he thinks they are necessary for the safety of workmen. If such an order is issued, the owner or manager is responsible for seeing that the prescribed clothing or devices are worn or used.

An amendment to the Coal Mines Regulation Act permits mine officials to carry a permissible electric lamp and an approved gas tester instead of the locked flame safety lamp, previously the only type of lamp permitted underground.

Another new provision provides that the latest edition of the CSA Electrical Code relating to the use of electricity in mines, rather than the 1947 edition previously used, is the standard to apply to electrical equipment.

A further amendment permits wages to be paid either by cheque or by currency. In past years payment by cheque was opposed by the miners on the ground that facilities for cashing cheques were not sufficient in some areas.

These last three amendments will be brought into force by proclamation.

ALBERTA

Transfer of Inspection Services

In Alberta, the Factories Act was repealed and factory inspection services were assigned to the Workmen's Compensation Board. This was done to eliminate duplication of inspection services and to co-ordinate inspection and safety education.

As in British Columbia and Saskatchewan, the Alberta Workmen's Compensation Board has wide powers in the field of accident prevention. It may determine the safety measures to be adopted in any industry subject to the Act, and may lay down enforceable safety standards in regulations.

Elevators

The sections of the Alberta Factories Act regulating the construction and use of elevators and hoists in all factories in the province and in shops, bake shops and office buildings in centres with a population over 5,000 were replaced by a new Elevator and Fixed Conveyances Act applicable to all parts of the province.

The new Act uses the term "fixed conveyance" to cover any fixed system or device for conveyance, including escalators, ski tows and inclined passenger lifts. It applies to the fixed conveyor systems previously covered, adding to the list mechanized parking garages, speedwalks and speed-ramps. The Act may be extended by Order in Council.

As before, specifications of any proposed construction or alteration of an elevator or other fixed conveyance must be submitted to the Chief Inspector, and no work may begin until the specifications have been certified as approved. Subject to the regulations, the Chief Inspector has authority to approve or reject different types of conveyances and their component parts, and the installation of any type or part that the Chief Inspector has refused to approve is prohibited.

As previously, the inspector may direct the owner to remedy an unsafe condition and when, in his opinion, the operation of a fixed conveyance presents an immediate hazard to persons using it, may have it taken out of service. An appeal to the Minister from an inspector's decision is now provided for.

A fine of up to $500 may be imposed for an offence under the Act.

NEWFOUNDLAND

In Newfoundland, an amendment to the Health and Public Welfare Act extended the power of the Minister of Health to

(*Continued on page 1371*)

Six Provincial Labour Federations Held Annual Conventions This Fall

Medical care programs and unemployment were subjects given most attention. As way of increasing number of jobs, four federations plan campaigns for shorter work week. Three will campaign for provincial medical care insurance plans

Unemployment and provincial government medical care programs were the two subjects that occupied the largest share of the attention of delegates at the six annual conventions of provincial federations of labour that have been held so far this fall. In four cases, concern about unemployment was coupled with plans for carrying on campaigns for a shorter work week, proposed as a means of increasing the number of jobs.

Three of the labour bodies decided to carry out a vigorous campaign for establishment of a government-operated medical care plan. Two wanted extensive amendments to workmen's compensation laws.

The federations whose conventions are reported here are those of Ontario, Alberta, New Brunswick, British Columbia, Manitoba, and Saskatchewan. The convention of the Nova Scotia Federation of Labour was reported in October (p. 1119) and of the Newfoundland Federation of Labour in August (p. 910). The Quebec Federation of Labour meet at the end of November and its convention will be reported in the January 1963 issue.

Ontario Federation of Labour

The Ontario Federation of Labour, at its annual convention in Niagara Falls on November 4-7, decided to direct all its energies toward gaining a 30-hour work week and a public medical care plan for the province.

With fewer than a dozen of the 900 delegates dissenting, the convention approved the seeking of a short week as a means of reducing unemployment. It also urged the Government to establish and enforce a maximum work week of 40 hours.

The policy approved by the delegates incorporated the views set forth in three resolutions which proposed that the Federation should take the lead in a campaign for a shorter work week. The composite resolution adopted, however, put upon the labour body's affiliates the task of winning the 30-hour week through collective bargaining; since the member unions are autonomous, no attempt was made to bind them to such a policy.

The resolution also opposed overtime and "moonlighting." One of the delegates had opposed the 30-hour week on the ground that it would cause more unemployment by increasing the opportunities for moonlighting.

Medical Care Plan

The convention decided, as part of a campaign for a medical care plan, to seek to:

—Stimulate action within the trade union movement in support of a provincial health care program.

—Enlist the support of other organizations representing important sections of the community.

—Meet leaders and members of the medical profession to discuss with them all aspects of the question, and to invite their support.

—Press members of the Legislature to support the program.

The federation emphasized its view that only a comprehensive government-sponsored scheme would satisfy the labour movement. No combination or extension of privately controlled or commercial plans would satisfy the people's needs, the Federation's report on the subject said.

The OFL also proposed to encourage group practice under a publicly organized plan.

Hopes for a medical care plan must rest with the provincial Government, because it was highly unlikely that the federal Government would take any action within the foreseeable future, the convention was told.

Transfer of Plants

The delegates passed a resolution calling upon the provincial Government to establish an agency within the Department of Labour to investigate the transfer of plants from one community to another. The resolution was a substitute for one proposed by Windsor Local 200, United Auto Workers, that wanted the provincial Government to pass

a law to "prevent corporations from leaving an area and its workers in a state of destitution."

The resolution asked also that employers who move their plants should be required to offer their employees the option of moving to the new plant, with their moving expenses paid by the employer, or alternately to pay the employees a year's wages on termination of employment.

An amendment by the resolutions committee charged the Ford Motor Company of Canada with disregarding moral and humanitarian obligations to its Windsor employees in moving its plant to Oakville.

Labour Relations Act

The Federation attacked the Ontario Labour Relations Act on 12 counts, and prescribed a complete overhaul. The attack centred on such issues as administration, certification procedures, and conciliation and arbitration.

A special report on the Act, prepared by a committee of the Federation, suggested an immediate move to bring about a number of changes in it.

The administration of the Ontario Labour Relations Board was criticized by the report, which said that the Federation should set to work to obtain the removal of many of the administrative obstacles and delays in the Board's operations.

Three changes in regard to conciliation procedures were proposed: The request for conciliation services should go direct to the Minister of Labour instead of to the Labour Relations Board; the Government should pay for, and encourage the use of mediation services now provided for by the Act; and all stages of conciliation should be hastened.

Turning to arbitration, the committee said the Government should be responsible for supplying a sufficient number of trained arbitrators, and should see that arbitration awards were enforced. All stages of arbitration, too, should be accelerated.

The committee disagreed with the special provisions of the Act regarding the organization of municipal employees. "We can see no reason why municipal employees should be denied the rights and privileges that are taken for granted by every other section of the working community," it said. It urged deletion of that Section of the Act.

The report proposed that no exemptions be allowed from the operation of the Act; that if a plant changes owners, the new owner should take over the obligations of any collective agreement entered into by the previous owner; that legislation should be enacted to allow for a check-off of union dues if the majority of employees in a bargaining unit agrees to it.

Constitutional Amendments

A motion proposing a constitutional amendment to provide for the holding of conventions every two years instead of annually was defeated. In a standing vote, 297 were in favour of the resolution and 290 against; but a two-thirds majority would have been required to pass the amendment. A similar proposal was defeated at each of the two previous conventions.

If the resolution had been approved, conventions would have been held in the alternate years between those in which the Canadian Labour Congress holds its convention, and conventions would have lasted for five days instead of three.

Constitutional changes approved by the delegates included an increase in the salary of the president from $8,000 to $9,500, and in that of the full-time secretary-treasurer from $8,000 to $9,000; an increase in the number of vice-presidents from 10 to 12; and the addition of the special committee on Workmen's Compensation formed in 1962 to the list of standing committees in the constitution.

Other Resolutions

The convention authorized the Federation to seek legislation to outlaw the use of strikebreakers, and to require collective bargaining to be carried on only between the certified bargaining agents and their employers.

Another resolution called on both the provincial and federal Governments to pass amending legislation that would prevent the use of *ex parte* injunctions in labour disputes. It also wanted the use of other injunctions to be restricted.

Two resolutions dealing with organization policy were referred back to the executive committee. One dealt with the organization of non-union workers; the other with the organization of white-collar workers. In the first it was suggested that the OFL should set up an organizing committee to work with the CLC and local labour councils in launching organizing campaigns. The other resolution asked the Federation to give top priority to the organization of white-collar workers.

Russell Harvey, Office Employees' International Union, told the convention that the union would soon start an organizing campaign among employees of chartered banks in Ontario.

The resolutions committee submitted and the convention adopted a resolution that described as incorrect and unfair a definition of "featherbedding" given in the Winston Dictionary, recommended for use in the public schools of Ontario. The definition was the "forcing of an employer by a union to pay unnecessary employees (as firemen on diesel locomotives)." The resolution asked for the text to be changed.

In other resolutions, the convention asked for:

—A minimum wage of $1.25 an hour for both men and women.

—Licensing of labour contractors, especially in the tobacco industry; permanent dwellings for workers in the industry; and establishment of their right to belong to a union.

—The setting by the federal Government of "fair and reasonable maximum prices" for all prescriptions and pharmaceutical products.

—Raising of the wages paid to student nurses to $50 a month for the first year, and to $70 a month for each successive year of training.

—Setting by boards of education of a prevailing wage rate for school bus drivers, based on union rates for the same work in the nearest centre.

Presidential Address

David Archer, President of the OFL, in his opening address to the convention criticized the Ontario Labour Relations Act and other legislation regarding apprenticeship, workmen's compensation, and minimum wages.

"Restrictive legislation that was placed on the statute books during a period of labour scarcity has been left there as though nothing had happened in the meantime," he said.

On apprenticeship, he said: "Rather than fiddling about with age limits in traditional trades that are already over-crowded, we should be turning our attention to the new skills needed in our automated industrial society, and the training of people to use those new skills."

Ontario workmen's compensation laws, with wage ceilings that were reminiscent of the depression years, should be amended to give wider coverage. Minimum wage legislation cried out for attention.

Mr. Archer referred to the use of injunctions, *ex parte* or otherwise, in labour disputes as a ghost that had continually plagued the labour movement, and had once again raised its ugly head.

The OFL President accused management in the province of paying only lip service to the principle of labour-management-government co-operation in the fight for economic survival. Labour was ready to co-operate with government and industry, but was determined to be a partner, not a victim. The only kind of co-operation that was workable was co-operation between equals, he said.

Labour needed a political voice of its own, he said, and appealed to the rank and file to support the political party with "a program of long-range ideological content."

Claude Jodoin

"We need to devote more attention, as does management, to investigating the means by which labour-management relations in Canada can be improved. In this respect we are a backward country," Claude Jodoin, President of the Canadian Labour Congress, said in an address to the convention.

Referring to strikes, he said, "There seems to have been a lot of misinterpretation of remarks and a lot of confused thinking about strikes. Editorial writers have found a popular line in suggesting that strikes are out of date and should be eliminated."

Strikes were not out of date, he said, and the right to strike was "an essential part of our democratic system." The effects of strikes were greatly exaggerated. The time lost through strikes was small compared with that lost through illness, and almost insignificant compared with that lost through unemployment. But he hoped that the time was coming when even less time would be lost through strikes.

"That time will only come when we improve our labour-management relations and our methods of bargaining," Mr. Jodoin said.

Other Speakers

Hon. Leslie Rowntree, recently-appointed Ontario Minister of Labour, said, referring to the Labour Relations Act, the Workmen's Compensation Act, and a medical care program: "I got the message . . ."

Reginald Gisborn, NDP member of the Ontario Legislature and former President of Local 1005 of the United Steelworkers, said the trade unions had failed to get their members to do a real job politically.

Election of Officers

For the second consecutive year, the whole executive of the Federation was returned to office.

David Archer, Textile Workers Union of America, was re-elected unanimously for a fifth term as President. Douglas Hamilton was returned as Secretary-Treasurer. He defeated Stanley K. Thornley, United Rubber Workers, Toronto, by a vote of 616 to 83.

This year, for the first time, the delegates elected 12 vice-presidents instead of 10. With 18 candidates nominated, all of last year's vice-presidents were re-elected. They were: William Boothroyd, Purdy Churchill, George Watson, Richard Courtney, George Barlow, Hugh Doherty, Michael Fenwick, Samuel Hughes, Edward "Scotty" Liness, and William Punnett.

The two new vice-presidents elected were: James Dowell, National Union of Public Employees; and Jack G. Pesheau, Lumber and Sawmill Workers Union.

Alberta Federation of Labour

A 35-hour work week, a lengthening of paid vacations from two weeks to three, and an increase in the minimum wage from 85 cents to $1.25 an hour were demanded in resolutions passed unanimously by the Alberta Federation of Labour at its three-day convention in Calgary, October 31 to November 2.

A resolution demanding a 30-hour week was defeated, and one that asked for a minimum wage of $1.50 an hour was not voted on.

The main idea behind the demands for the shorter work week and longer vacations was that they would reduce unemployment.

The convention, at which 268 delegates were registered, also voted in favour of legislation to exclude children under 16 years of age from gainful employment, and to bring an end to exemptions from minimum wage regulations.

The convention unanimously passed a resolution urging the Government to clarify the status of trade unions and to outlaw company employee associations.

The convention also urged extensive changes in the Workmen's Compensation Act. These included provision for:

—Payment of compensation equal to the wage of the injured workman.

—Payment of full compensation until return to work, with no deduction for earnings in light work.

—Raising of the compensation allowance for dependent widows or widowers from $75 to $110 a month.

—A larger number of inspectors to allow for more prompt investigation of complaints of violations of the Act.

—Raising of compensation for disabled apprentices in the same way as their wages would have been raised had they not been injured.

—Basing of compensation on employee's earnings at the time of the accident, instead of on total earnings for the year, which may be reduced by unemployment.

—Payment for clothing cut off an injured person by a doctor in a compensable accident.

Other resolutions passed by the delegates requested that:

—All employed persons be required to contribute to the Unemployment Insurance Fund.

—Portable pensions plans be initiated.

—Old age pensions start at age 65, and cost of drugs for old age pensioners be paid.

—The province enact fair employment legislation.

—Employees, including semi-industrial ones, should not work for less than the minimum wage.

—All union locals consider joining the New Democratic Party.

—The federal Government pay family allowance until a child is 18 years old so that his parents could allow him to continue his education.

A motion that originally condemned managements and governments for removing from the scope of collective bargaining those in a managerial or confidential capacity was passed after it had been widened to cover the right of all civil servants to belong to unions. Under the Alberta Labour Act, workers such as foremen or private secretaries can be withdrawn from the bargaining unit that would ordinarily act for them.

President's Address

Management is still in many cases trying to destroy unions, Jack Hampson, President of the Federation, told the convention in his address; this was often because of management's failure to understand labour's aims.

Schools are set up by management to teach them how to fight unions, but management should rather be establishing schools such as the labour college that unions were establishing in Montreal. Such schools would help to remove the employers' distrust of unions, he thought.

Even discussions between union men and some of the anti-union employers would bring about a better understanding.

As a result of the lack of understanding between labour and management, Canadians and Americans are still fighting for things, such as pension schemes, that are already well established in Europe, Mr. Hampson said.

William Dodge

To raise the rate of economic growth enough to provide full employment there must be a planned and orderly expansion of the public sector, said William Dodge, Executive Vice-President of the Canadian Labour Congress. He advocated spending by federal, provincial, and municipal governments on schools, universities, roads, urban re-development, conservation, welfare, and research.

Mr. Dodge said the attainment of a satisfactory rate of economic growth in Canada was dependent upon the following steps:

—The acceptance by labour of a responsible role as an economic partner, with a high proportion of the labour force belonging to unions.

—Consultative groups must be directly representative of the recognized central labour and management bodies in Canada.

—Explicit recognition by government of such bodies when deciding general economic policies, and not simply technical problems such as productivity.

Labour was prepared to experiment with labour-management-government projects of an advisory nature to help to improve the Canadian economy.

Strikes are not obsolete and the Canadian labour movement will continue to use them to obtain better conditions for workers, he said. "The vicious aspect to the discussion on obsolescence of the strike weapon is that it tends to arouse speculation about legislation which would prohibit the use of the strike weapon."

The strike weapon was a basic right recognized in all democratic countries, he said.

Max Swerdlow

Western Canada might get a branch of the Labour College of Canada being established in Montreal if the West gave enough support, Max Swerdlow, Director of Education of the Canadian Labour Congress, told the convention. He said the branch could be set up in about 1965; by present indications the college in Montreal could be opened in 1963.

About $500,000 would be needed for the first three years of the Montreal college, he said.

Other Speakers

Other speakers at the convention included Rev. D. F. Summers, Executive Secretary, Religion-Labour Council of Canada, and Henry Young, Vice-President of the Farmers' Union of Alberta.

New Brunswick Federation of Labour

"Unemployment and underemployment are still our No. 1 concern," President James A. Whitebone told the delegates to the annual convention of the New Brunswick Federation of Labour, in Fredericton on September 24-26. About 150 delegates attended.

"Indications are that the provincial Government is alive to the seriousness of the unemployment problem and that a continuing program for its alleviation is contemplated," he said. But "some New Brunswick municipal or local governments have done little or nothing to promote and carry through unemployment relief measures."

Continuing his presidential address, Mr. Whitebone said that the Government's Basic Education for Higher Skills program was moderately successful but that "the significance and value of this type of basic training does not seem to have been fully absorbed."

In spite of all that has been done to relieve it, the "housing shortage is still a major issue in New Brunswick," Mr. Whitebone said. He urged that special attention be given to: "easing restrictions on building loans and mortgages, exorbitant rentals for leased living quarters, refusal of landlords to rent premises to families with children, and participation of governments at all levels in a wide, general program of subsidizing housing."

Mr. Whitebone asked for support for a measure establishing a central safety authority under the jurisdiction of the Minister of Labour, which would be charged with the co-ordination and supervision of all accident prevention and industrial safety measures in the province. This had been recommended by Prof. G. G. Duclos of the University of New Brunswick, who was commissioned by the provincial Government to inquire into industrial safety and other matters connected with it.

The President urged that "a renewed and vigorous campaign" be carried on for an early start on the construction of the Chignecto Canal.

Mr. Whitebone commended the educational program of the new New Brunswick Technical Institute in Moncton, and urged that high school students should be encouraged to remain in school to obtain as much education as possible.

Minister of Education

"The need for trade training is essential to the economic structure of our province, and will provide an incentive for new industries," said Hon. Henry G. Irwin, Minister of Education, another of the speakers at the convention.

The Minister described the program of training for the coming winter that had been designed to improve the general education of unemployed adults. Persons who wanted to take this training would have to apply to their local National Employment Service offices, and classes would be held in places where there were enough applications to make training feasible, Mr. Irwin explained.

The training would be carried on by the Department of Education, with the co-operation of the provincial Departments of Labour, and Youth and Welfare, and the National Employment Service.

Owing to the need for more advanced training, the "basic education" program of 1961-62 would be revised, and in the new program, three levels of training would be given. Level 1 would be for those who wanted additional teaching to enable them to reach Grade 6 standard, Level 2 would be for those who wanted to reach Grade 8 standard, and Level 3 for those who wanted to reach Grade 10.

"Closely associated with basic education are temporary classes in trade areas. These classes are planned to operate for a period of from three to twenty-five weeks, depending on the trade and the type of training required."

Two provincial trade schools under construction in Bathurst and St. Andrews would specialize in trade and occupational training, as well as providing a program of upgrading of educational standards to enable individuals with insufficient standing to qualify for entry into trade and vocational training.

Construction of the Saint John Technical Institute, which was planned to serve the technical and trade training needs of the Saint John district, was to begin the following week, Mr. Irwin said.

"When all of these schools are complete and in operation, there will be available in New Brunswick from 2,000 to 2,400 new training stations for adults in full-time day classes each year," the Minister pointed out. The New Brunswick Technical Institute in Moncton, which moved into its new building last spring, would have in these enlarged premises an enrolment of from 600 to 700 full-time day students a year.

Joe Morris

Joe Morris, Executive Vice-President of the CLC, devoted a large part of his speech to describing the CLC's policy of support for the New Democratic Party. He said that 90 per cent of the resolutions presented at the convention had "political connotations."

The CLC official said that Canada was "entering an era of unemployment, automation, and restrictive legislation." In contrast, he said, Sweden and the United Kingdom had achieved what was to all intents and purposes full employment.

After Mr. Morris had finished speaking, Mrs. Dorothy A. Power, Moncton Local 636, International Typographical Union, voiced objections to Mr. Morris's "one-and-a-half hour political speech." We came to the New Brunswick Federation of Labour convention to discuss labour and union problems, not politics, she said.

Mr. Morris replied that "this Federation is actually the legislative lobby of the trade union movement in New Brunswick, and can't be divorced from politics."

Other Speakers

Rev. Dr. David Somers, Field Secretary of the Religion-Labour Council, told the convention that labour and religion had much in common, since they were both interested in social justice and the betterment of mankind.

C. B. Sherwood, Leader of the Opposition in the New Brunswick Legislature, said that these are days of growing competition in international trade, and that labour should be prepared to suggest ways of reducing costs and increasing efficiency and production, instead of leaving the leadership to management.

In a "world of changing trade winds," Canadian industry could no longer depend on "the nice, safe sanctuary of our domestic markets," Mr. Sherwood said.

The success of the development program of the Atlantic Provinces Economic Council will create jobs for labour, Prof. W. Y. Smith, President of the Council, told the

delegates at their annual banquet. Prof. Smith described the three functions of APEC as research, education and the promotion of co-operation.

Resolutions

A resolution that the Federation should endorse the program of the Religion-Labour Council of Canada and apply for membership in the Council was passed, with only about half a dozen delegates opposing.

The delegates passed a number of resolutions, including ones that called for:

—Changes in the New Brunswick Labour Relations Act to require all work on a project or site to be done by the principal contractor or a subcontractor.

—A federal government requirement that Canadian-owned ships be registered in Canada.

—Establishment by the province of processing plants to make use of national resources and provide jobs.

—Appointment by the provincial Government of at least two labour representatives on the new research and productivity council.

—An investigation into a plan for national, comprehensive medical care to provide adequate service for all inhabitants of the province.

—An increase in vacation pay from 2 per cent to 4 per cent, and for extension of the provincial holiday pay plan to all workers not already covered.

—Amendment of the Workmen's Compensation Act to provide that compensation shall be based on current rates of pay.

—Setting up of a board or commission to control rents.

—Extension of the course for all barbers to 1,200 hours, or six months.

—Establishment of a provincial minimum wage of $1.25 an hour for males, with time and a half for overtime.

Election of Officers

In the election of officers, James A. Whitebone was re-elected President, and Yvon Lanctin was re-elected Secretary-Treasurer. Area Vice-Presidents elected included: Eric Blakeley, Donald Valardo, Phil Booker, Aurelle Firlotte, Michael Kenney, and Roland Blanchette.

British Columbia Federation of Labour

A medical plan covering medical, surgical, optical and dental care, to be paid for entirely out of the general revenue of the province, was called for by the British Columbia Federation of Labour at its seventh annual convention, in Victoria on October 22-26. The convention decided to start a campaign to bring the issue before the public.

Arbitration Committee

A report by the committee of arbitration, which recommended that no union should agree in its collective agreements to arbitration under the Arbitration Act, was also passed by the 334 delegates.

The committee's report, which was the subject of vigorous debate, urged affiliates to try whenever possible to seek the appointment of only one arbitrator, instead of the customary three-man arbitration board.

"We believe that the present arbitration procedure lends itself to incompetent and inexperienced chairmen," the committee said in its report, which was based on a study of 122 cases. The study showed that arbitration proceedings were extremely costly, averaging $650 a case, without counting legal expenses when court proceedings followed. Fee for arbitration board chairmen averaged $152 a day, the cost being shared by the company and the union.

The report suggested that the whole cost of mandatory arbitration be assumed by the provincial Government. It further recommended the establishment by the Federation of a committee to help and advise affiliates proceeding to arbitration, and to collect data on all proceedings. It also advised that courses should be set up to train unionists in preparing and presenting arbitration cases.

It advised unions, in collective bargaining, to insist on the provision of a mutually acceptable arbitrator, preferably mentioned by name in the agreement, with an alternate also mentioned.

Another complaint made in the report was that there were delays of from three months to two years in getting a decision. Much of the time lost was due to the wrangling of lawyers, and most cases are conducted "under the extremely legal and highly technical procedures required by the Arbitration Act, which has nothing to do with labour relations," the committee said.

Legislative Committee

A report by the legislative committee approved by the delegates recommended:

1. A minimum wage of $1.25 an hour.
2. Compensation for jury duty fixed at a juror's current wage rate, or $8 a day, whichever is greater, to a maximum of $25 a day.

3. Amendments to laws to protect workers against default on wage payments due them, including holiday pay.

4. Continued efforts to reduce hours of work and indiscriminate granting of overtime permits.

5. Repeal of Bills 42, 43 and 123, dealing with trade union rights.

6. Legislation to prevent dismissal of striking employees.

7. Immediate discontinuation of a Labour Relations Board practice of granting a certification to company unions.

8. Mobilization of labour forces to get the recommendations of the Royal Commission on workmen's compensation adopted by the Government as soon as possible after they are ready.

European Common Market

The resolutions committee recommended rejection of a resolution that would have asked the convention to voice opposition to the European Common Market, because it was "certain to infringe on Canada's traditional markets."

The committee chairman, M. J. Alton, said that the ECM was a complex issue, but that the committee believed it would accomplish good by breaking down nationalistic barriers that have traditionally led to war.

The delegates voted to refer the resolution back to the committee.

Resolutions

A resolution adopted by the convention called for the launching of a campaign for a shorter day or shorter work year as a means of combatting unemployment.

Another voiced a protest against the export of the Columbia River's hydro electric power.

Another resolution asked the Federation to support and encourage any union in the fight against the province's labour legislation.

In other resolutions passed by the convention, the Federation decided to:

—Ask the CLC to expand its program of workers' colleges, and to establish another such college in Western Canada.

—Adopt a policy favouring a compulsory automobile insurance scheme similar to Saskatchewan's.

—Ask the Government to support a custodial nursing care program.

—Investigate the matter of dentists' fees.

—Appoint a committee on municipal affairs to draft a labour platform on municipal subjects, help candidates and keep the executive informed.

—Recommend that all affiliates try to negotiate a union label clause in their agreements, and direct the Federation to ask the CLC to devote to union label promotion a larger proportion of the per capita tax received from affiliated unions.

Emergency Resolution

In an emergency resolution passed unanimously, the Federation vowed to fight to the end the prosecution being launched by MacMillan, Bloedel and Powell River Company against Local 1-85 of the International Woodworkers, Port Alberni. The Company has been given permission by the Labour Relations Board to prosecute the Local, its president, and 48 boom men for an alleged illegal walkout. Later the union was given permission by the Board to prosecute the company for an alleged lockout of employees. A work stoppage occurred at the Somass mill from August 27 to September 4 in a dispute over seniority rights in a promotion.

President's Address

Labour must insist on a much broader approach to the question of productivity before it will pledge its support, Robert Smeal, President of the Federation, said in his opening address to the convention.

"Why should organized labour co-operate to increase productivity if the success of such effort simply means the loss of jobs and a further disproportionate distribution of income?"

Growth of employment in Canada in recent years has fallen far behind the growth of the labour force, the speaker said, and production has continued to grow disproportionately to the growth of employment. "This to labour is what productivity means."

There was ground for co-operation if labour could be assured of a methodical and orderly means of protecting its force, Mr. Smeal told the delegates. He again called for national and provincial economic advisory councils consisting of representatives of management, labour and government.

A start should be made at the plant level by keeping labour informed about proposed technological changes and their expected effects on the labour force.

Ted Goldberg

Prepaid medical plans should be supplemented by well organized preventive community health centres to make health insurance programs effective, Ted Goldberg,

Assistant Research Director for the United Steelworkers, told the convention. He spoke on "A National Health Plan for Canada."

"If we are to make the most effective use of medical knowledge and medical personnel, we must somehow bring together the diverse elements of medical practice into well organized co-operative groups which . . . assure ready use of the skills of specialists. This is the basis for the modern concept of group practice through organized health centres," Mr. Goldberg said, adding that the method had proved itself as a means of providing high quality care in the United States.

Election of Officers

J. R. "Russ" St. Eloi, business agent for Local 170 of the Plumbers Union, Vancouver, and President of the Vancouver and New Westminster Building Trades Council, was elected President of the Federation in succession to Robert Smeal, who retired.

E. P. "Paddy" O'Neal was elected without opposition for a fifth term as Secretary-Treasurer.

Other officers elected were: Jack Moore, IWA, First Vice-President; Raye Haynes, Retail Clerks, Second Vice-President; L. J. Wisheart, New Westminster Fire Fighters, Third Vice-President; and R. T. Staley, Carpenters, Fourth Vice-President.

Manitoba Federation of Labour

Establishment of a medical care plan for Manitoba similar to that in force in Saskatchewan was urged by the Manitoba Federation of Labour at its eighth convention, held in Winnipeg on October 12-14. The 250 delegates present passed a resolution instructing the Federation to work for such a scheme through pro-labour MLAs.

They also unanimously passed a resolution condemning recent labour legislation of the province that requires strike votes to be taken under government supervision and makes trade unions legal entities that can sue and be sued in the courts. The resolution complained that the legislation interfered with the constitutional activities of trade unions and with the inherent rights of labourites as citizens of a democratic country.

Joseph James, Secretary-Treasurer of the Federation, told the convention that the legislation should never have been passed, because it was "repressive." Hon. J. B. Carroll, Manitoba Minister of Labour, speaking to the delegation on the first day of the convention, said that the new labour legislation had been the only point of disagreement between the Government and organized labour. In passing it, he said, "the Government did not intend to frustrate or jeopardize the aims of the Federation of Labour or the aims of the labour movement."

Mission to Europe

In his address, the Minister of Labour invited the Federation to appoint representatives to take part in the provincial trade mission to Europe, which was to visit several of the Common Market countries later in the month. The invitation led to a heated controversy.

Vice-President Donovan Swailes told the delegates that the Government had offered to pay $700 of the required $2,100 for each man nominated by the Federation to go with the mission. Mr. Swailes said that it would be difficult for the Federation to raise its share, since there were only 10 days left in which to do it.

Grant McLeod, President of the Winnipeg and District Labour Council, suggested that the whole matter be dropped.

"Why doesn't the Government pay the shot," someone else shouted. At this point a storm broke out. Delegates took the floor to charge that the Federation was lacking in constructiveness and was underestimating the importance of labour on such a mission.

Secretary-Treasurer James said this was one of those cases in which the Government deserved a pat on the shoulder.

The delegates agreed to look for ways and means of sending a delegate to Europe.

Conciliation Board Chairmen

Another matter that led to some debate was the proposal, contained in a resolution from the Winnipeg and District Labour Council, that would have urged abolition of the practice of appointing judges as chairman of conciliation boards.

Several delegates spoke against the motion. They said that although they had sometimes been dissatisfied with the decisions of judges as chairmen of such boards, judges were sometimes good chairmen. There was no reason for barring judges, they said, since there was no bar to the appointment of other people.

A union could reject a judge if it did not want him, it was pointed out.

The resolution was voted down.

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Resolutions

The convention passed a resolution urging amendment of the Workmen's Compensation Act to make increases in major disability pensions granted by the Workmen's Compensation Board retroactive to the time the pension was granted.

A number of other resolutions relating to workmen's compensation were passed. One of these directed the Federation to press for the placing of accident prevention and safety supervision under the "sole control and authority of the Workmen's Compensation Board."

One resolution that was defeated called for the establishment of a defence fund to be used in fighting cases rejected by the Workmen's Compensation Board. The Flin Flon Base Metal Workers submitted that money should be provided for taking such cases to court.

Russ Robbins, Carpenters' union delegate, speaking for the resolutions committee, asked what would happen if the employers followed suit, and took a case to court whenever they thought that the Board's decision was not fair.

The convention threw out the resolution.

Another resolution recommended that workers suffering from impairment of hearing on account of exposure to industrial noise should be eligible for compensation.

A resolution in favour of making hospital sweepstakes legal was passed on a first vote call but was later defeated after a number of delegates had spoken against it. In the final vote, called after the executive had moved the resolution, the convention voted overwhelmingly against the use of sweepstakes as a means of augmenting hospital funds.

In other resolutions the convention:

—Demanded that licenses be issued to all natural and propane gas workers and that only licensed men should be allowed to work.

—Condemned the province's present minimum wage of 66 cents an hour, and called for a new rate of $1.25.

—Supported a move by the National Union of Public Employees to get new groups of workers, including many types of public employees, brought under the unemployment insurance scheme.

—Advocated pay for student nurses on a "progressive scale."

—Urged the allowance of income tax deductions for the cost of workers' tools.

—Called for better trades training facilities, with costs shared by industry and business through higher taxes.

—Asked for vacations with pay for transient construction workers, the abolition of the present 11-month waiting period for 4-per-cent vacation pay, and three weeks vacation after five years' service.

—Urged steps to organize white-collar workers.

Election of Officers

In the election of officers, A. A. (Bud) Franklin, Brewery Workers, was returned unopposed as President of the Federation.

Other officers elected were: Donovan Swailes, First Vice-President; Gordon Ritchie, Winnipeg; Henry Schellenberg, Flin Flon; John Perdue, Brandon; A. C. Ross, Pine Falls; and Frank Kuzemski, Selkirk, Regional Vice-Presidents.

Saskatchewan Federation of Labour

Enactment by the provincial Government of a wide-ranging series of measures designed to alleviate unemployment in the province was asked for in a lengthy resolution passed by the 7th annual convention of the Saskatchewan Federation of Labour, held in Regina October 4 to 6. About 150 delegates attended.

The resolution proposed the establishment of a central economic and social planning committee, an increase in the minimum wage and a reduction in hours of work, and expansion of public works programs, with particular emphasis on construction of low-cost, low-rental housing. The amount of the minimum wage sought, however, was not mentioned.

Also called for in the resolution were an extension of labour legislation to corporation farms, a "more aggressive" program for vocational training and retraining of farmers and workers, and the use of deficit financing.

The same resolution suggested establishment of a "full production insurance scheme," to be financed by a special tax on private enterprise for works to be planned by the Government.

(Walter Smishek, Executive Secretary of the Federation, explained later in an interview that the suggested tax would be used to form a fund from which private enterprise would be able to draw for expansion and the establishment of new industry. A similar plan was operating in Sweden, where, he said, private enterprise is taxed quite heavily but is given considerable assistance by the Government.)

Several resolutions were passed recommending amendments to the Trade Union Act that would:

—Make it an unfair labour practice for an employer or his agent to question employees as to their trade union activities.

—Allow only members of the trade union involved to participate in any vote ordered by the Labour Relations Board regarding decertification of a bargaining agent.

—Allow prosecutions for an established violation of the Trade Union Act to be instituted without permission from the Saskatchewan Labour Relations Board.

A resolution on the Hours of Work Act approved the present Federation policy that calls for the provincial Government to establish a 40-hour week, requests compulsory Monday closing in retail stores, and opposes any form of opening at night in such stores.

Other resolutions asked that:

—The provincial Government declare the first Monday in August as a statutory holiday, to be known as Citizen's Day.

—The Government and the Minimum Wage Board provide that every employee get full benefit for all eight public holidays.

—The Workmen's Compensation Act be amended to raise compensation payments from 75 to 100 per cent of regular pay, and to provide for more rigid inspection of first aid equipment and personnel in the woodworking industry, and penalties for employers who neglect to provide proper protection.

In the field of trades and vocational training, resolutions were passed that asked for provision of proper training for cooks and chefs under the Apprenticeship Act to enable them to qualify for certificates, and provision for free use of text-books for all students.

Speakers

F .W. McClelland

A 35-hour work week and higher wages should be sought by labour in order to improve its economic position in the coming year, President F. W. McClelland said in his presidential address. The 35-hour week should be sought to alleviate unemployment, he said.

Unemployment would become worse than ever, he predicted, and he called for more public works programs by federal and provincial Governments.

Mr. McClelland strongly attacked the federal Government's austerity program, asserting that it was imposed by politicians controlled by foreign capital to keep the Canadian working force from obtaining its fair share of the profits of natural resources.

Devaluation of the dollar had only meant higher prices for goods and services, he contended, while creating larger profits for large corporations. "Labour must demand higher wages, and the farmer prices based on parity, in order to maintain the *status quo*," he said.

Mr. McClelland also criticized Canada's heavy expenditure for defence, suggesting a reduction in arms to the point needed for defence of our own borders only.

He demanded reconsideration of Canada's foreign policy, withdrawal from NATO and NORAD, and the eventual establishment of a neutral Canada "offering to trade with all countries, and working toward disarmament through easing of tensions."

He urged the addition of dental and nursing service, and provision of drugs, to the Saskatchewan medical care plan.

Joe Morris

Canada must follow the example of the "planned economies of Europe" in order to achieve economic expansion and full employment, said Joe Morris, Executive Vice-President of the Canadian Labour Congress.

He referred to a slowing down in Canada's rate of economic growth, and said that the rate of unemployment in Canada was the highest in the western world. European nations had largely eliminated unemployment through economic planning, he contended.

"In order to provide a necessary growth rate of at least 3½ to 4 per cent per year, large scale public expenditures in hospitals, schools, welfare services, roads, and technical and research facilities are vital," the CLC officer asserted.

Mr. Morris predicted that as a result of the austerity program, industry would begin to slow down within a few months, as the public's purchasing power declines, and unemployment would rise to 11 per cent of the labour force.

The Government's winter works programs, although they had created a significant number of winter jobs, were at best only a "stopgap," and were not enough to provide full employment, he said.

The recent resignation of Claude Jodoin, President of the CLC, from the National Productivity Council (L.G., Oct., p. 1113) had been prompted by the belief that the federal Government held the view that increased productivity alone would solve Canada's economic problems. "But the problem is not so much increased produc-

tion, as it is people's having sufficient purchasing power to buy the goods they produce," Mr. Morris maintained.

Premier Lloyd

Premier Woodrow Lloyd, addressing the convention, explained the financial and physical benefits that he said would result from the provincial medical care plan. The prime importance of the plan was that it removed for everyone in the province the danger of a "ruinous bill" for medical services, the Premier said.

Initial calculations, moreover, showed that 80 per cent of Saskatchewan families would pay less than the premiums required a year ago under voluntary plans. He contrasted the premiums under the Saskatchewan scheme, $12 for a single person and $24 for a family, with the average cost for medical services of $120 per family in Alberta and British Columbia. "Even with the addition of the medical care taxes, Saskatchewan has only the third highest per-capita tax of all the provinces," the Premier said.

Minister of Labour

The complexity of new trades arising out of advanced technology makes it necessary for the rising generation of labour to be prepared for more refined tasks than was the case for those who entered the labour force 20 years ago, said Hon. C. C. Williams, Saskatchewan Minister of Labour.

Emphasizing the importance of education as a form of job insurance, he said that a recent survey conducted in the United States showed that 22 out of 100 drop-outs from high school were unemployed for prolonged periods. On the other hand, the proportion of unemployed among high school graduates was only 13 out of 100.

But adults also, Mr. Williams said, should gain further knowledge of their trades, and even of other trades, in order to keep pace with a rapidly changing society.

Minister of Public Works

Saskatchewan Minister of Public Works Hon. W. G. Davies promised the delegates that public works projects would continue to be undertaken in the province in such a way as to provide the maximum opportunities for employment.

Mr. Davies, who was Executive-Secretary of the Federation of Labour from 1946 to 1960, said that most of the projects would be set aside for the slack winter months.

Farmers Union

Douglas Young, second Vice-President of the Saskatchewan Farmers Union, told the convention that mechanization of farming has made the farmer more dependent upon, and more vulnerable to the decisions of the industrial world, which supplies him with steel, rubber, and petroleum products. "The farm has passed from a stage of self-sustainment to a position of strong dependence on other people," he said.

UAW Strike against Kohler Ended after 8½ years

One of the most drawn-out and bitter labour disputes in the United States has ended after eight and one-half years. Representatives of the Kohler Company of Sheboygan, Wis., and the United Auto Workers on September 29 announced agreement on terms for a one-year contract.

Two issues are to be decided by the National Labor Relations Board: back pay for the strikers and the rehiring of 77 men claimed to have been blacklisted by the company for "exceptional union activity."

The dispute was marked by violence and ran a long and complicated course through labour boards and courts (L.G. 1957, p. 585).

The strike at the Wisconsin plumbing-fixtures manufacturer began in April 1954, when the UAW demanded a union shop after a year of organizing (the union had initially won bargaining rights in 1952) and negotiations broke down. The company resumed operations two months later, using non-union labour.

Last June, the U.S. Supreme Court decided to uphold a 1960 National Labor Relations Board ruling that directed the company to rehire most of the fired strikers and to resume bargaining.

Unemployment in the United States in November

Unemployment in the United States in November was estimated at 3,801,000, compared with 3,294,000 in October. The seasonally adjusted unemployment rate was 5.8 per cent, compared with 5.5 per cent in October and 6.1 per cent in November 1961.

The civilian labour force was estimated at 71,782,000 in November.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
Manpower				
Total civilian labour force (a) (000)	November	6,612	0.0	+ 1.7
Employed (000)	November	6,270	− 0.9	+ 1.9
Agriculture (000)	November	597	− 8.0	− 5.1
Non-agriculture (000)	November	5,673	− 0.1	+ 2.7
Paid workers (000)	November	5,176	− 0.5	+ 2.8
At work 35 hours or more (000)	November	5,058	− 8.4	− 3.6
At work less than 35 hours (000)	November	1,068	+ 64.1	+ 46.7
Employed but not at work (000)	November	144	− 7.1	− 19.1
Unemployed (000)	November	342	+ 20.8	− 2.0
Atlantic (000)	November	54	+ 28.6	+ 5.9
Quebec (000)	November	124	+ 13.8	+ 10.7
Ontario (000)	November	82	+ 20.6	− 17.2
Prairie (000)	November	43	+ 48.3	− 12.3
Pacific (000)	November	39	+ 11.4	+ 2.6
Without work and seeking work (000)	November	324	+ 21.3	− 2.1
On temporary layoff up to 30 days (000)	November	18	+ 12.5	0.0
Industrial employment (1949=100)	September	126.4	− 0.5	+ 2.5
Manufacturing employment (1949=100)	September	117.5	− 0.1	+ 4.2
Immigration	1st 9 mos.	56,568	—	+ 0.7
Destined to the labour force	1962	28,506	—	+ 2.3
Strikes and Lockouts				
Strikes and lockouts	November	49	+ 16.7	+ 2.1
No. of workers involved	November	9,565	− 3.9	− 13.3
Duration in man-days	November	76,740	− 29.0	− 38.1
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	September	$81.37	+ 0.7	+ 3.3
Average hourly earnings (mfg.)	September	$ 1.88	+ 1.1	+ 3.9
Average hours worked per week (mfg.)	September	41.3	+ 0.7	0.0
Average weekly wages (mfg.)	September	$77.55	+ 1.8	+ 3.4
Consumer price index (1949=100)	November	131.9	+ 0.3	+ 1.7
Index numbers of weekly wages in 1949 dollars (1949=100)	September	141.3	+ 1.4	+ 1.6
Total labour income $000,000.	September	1,748	+ 1.3	+ 5.5
Industrial Production				
Total (average 1949=100)	October	195.5	+ 0.8	+ 6.6
Manufacturing	October	175.4	+ 0.9	+ 7.0
Durables	October	176.8	+ 2.8	+ 13.2
Non-durables	October	174.2	− 0.7	+ 2.1

(a) Distribution of these figures between male and female workers can be obtained from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the labour force characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month.) The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

Employment and Unemployment, November*

Employment declined by 56,000 to 6,270,000 between October and November. This was considerably less than the usual drop in employment at this time of year.

Unemployment rose by 59,000 to 342,000 during the month, about a normal increase for this period. The November unemployment total was 5.2 per cent of the labour force. A month earlier the rate was 4.3 per cent; a year earlier 5.4 per cent; and in November 1960 it was 6.6 per cent.

The labour force, which usually declines between October and November, remained virtually unchanged. The estimated labour force in November was 108,000 higher than a year earlier.

Employment was 115,000 higher and unemployment 7,000 lower than in November 1961.

Employment

The employment decline between October and November was almost entirely confined to agriculture. In non-farm industries, employment held up better than usual as continuing mild weather delayed the customary slowdown in outdoor activities. Employment in the construction industry, in particular, was reported to be well maintained during the month.

The October-November employment decline was concentrated in the Prairie region, where there was a sharp reduction in farm requirements. Employment in the Atlantic region declined moderately, also because of reduced activity in agriculture. In the remaining regions, employment showed little or no change over the month. Compared with a year earlier, employment in November was higher in all five regions.

Total employment remained well ahead of a year earlier. The November figure of 6,270,000 represented an increase of 115,000, or 1.9 per cent, over November 1961. In non-agricultural industries, the increase was 147,000, or 2.7 per cent. The service-producing industries accounted for the largest part of this advance. Manufacturing and construction also contributed appreciably to the increase in non-farm employment.

The number of women employed increased by 60,000, or 3.5 per cent over the year, largely as a result of strengthening in service employment. The number of employed men was 55,000 (1.2 per cent) higher than a year earlier.

Unemployment

The increase in unemployment between October and November was about in line with the usual seasonal pattern. The number unemployed increased by 59,000, to 342,000. Men accounted for almost all of the increase.

Some 278,000 of the unemployed were men. Of these, 89,000 were under 25 years of age, 102,000 were 25 to 44, and 87,000 were 45 or over. About 149,000, or slightly more than half, were married.

An estimated 64,000 women were unemployed in November. Of these, 37,000 were under 25 years of age, 17,000 were 25 to 44, and 10,000 were 45 or over. Some 22,000, or about one-third, were married.

Of the total unemployed, 260,000, or three-quarters, had been unemployed for three months or less. An estimated 39,000 had been seeking work for four to six months and 43,000 for more than six months. In relation to a year ago, the largest proportional decrease was in the group unemployed for more than six months.

*See Tables A-1 to A-3, pages 1416–1417

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	November 1962	November 1961	November 1962	November 1961	November 1962	November 1961	November 1962	November 1961
Metropolitan	2	3	9	9	1	.....	.....	.....
Major Industrial	4	2	19	21	3	3	.....	.....
Major Agricultural	.....	.....	9	12	5	2	.....	.....
Minor	7	7	39	39	12	12	.....	.....
Total	13	12	76	81	21	17	.....	.....

CLASSIFICATION OF LABOUR MARKET AREAS—NOVEMBER 1962

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	ST. JOHN'S ← VANCOUVER-NEW WESTMINSTER ←	Calgary EDMONTON ← HALIFAX ← HAMILTON ← MONTREAL ← OTTAWA-HULL ← Quebec-Levis Windsor (Leamington) Winnipeg	Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	CORNER BROOK ← Lac St. Jean MONCTON ← SHAWINIGAN ←	Brantford Cornwall Farnham-Granby FT. WILLIAM-PT. ARTHUR ← Joliette KINGSTON ← New Glasgow Niagara Peninsula Oshawa Peterborough Rouyn-Val d'Or Saint John Sarnia Sherbrooke SUDBURY ← Sydney TIMMINS-KIRKLAND LAKE ← Trois Rivieres Victoria	Guelph Kitchener London	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)		BARRIE ← CHARLOTTETOWN ← CHATHAM ← LETHBRIDGE ← PRINCE ALBERT ← Riviere du Loup SASKATOON ← Thetford-Lac Megantic-St. Georges YORKTON ←	Brandon Moose Jaw North Battleford Red Deer Regina	
MINOR AREAS (labour force 10,000-25,000)	GASPE ← Prince George-Quesnel RIMOUSKI ← BATHURST ← CAMPBELLTON ← NEWCASTLE ← WOODSTOCK, N.B. ←	BEAUHARNOIS ← BELLEVILLE-TRENTON ← BRACEBRIDGE ← Bridgewater CENTRAL-VANCOUVER ISLAND ← Chilliwack CRANBROOK ← DAUPHIN ← Dawson Creek Drummondville EDMUNDSTON ← Fredericton Grand Falls KAMLOOPS ← KENTVILLE ← Lachute-Ste. Therese Lindsay MEDICINE HAT ← MONTMAGNY ← NORTH BAY ← OKANAGAN VALLEY ← OWEN SOUND ← Pembroke PORTAGE LA PRAIRIE ← Prince Rupert Quebec North Shore Ste. Agathe-St. Jerome St. Jean ST. STEPHEN ←	Brampton Drumheller Galt Goderich Kitimat Listowel St. Hyacinthe Stratford Swift Current Walkerton Weyburn Woodstock-Tillsonburg	
	Group 2 (Cont.)			
	ST. THOMAS ← Sault Ste. Marie SIMCOE ← SOREL ← SUMMERSIDE ← TRAIL-NELSON ← TRURO ← Valleyfield Victoriaville YARMOUTH ←			

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 642, June issue.

International Comparisons of Unemployment

Contrary to a widespread impression, definitions of, and methods of collecting statistics on unemployment are only a minor factor in accounting for the higher level of unemployment in the United States in comparison with other industrial countries.

This is one of the important conclusions arrived at as a result of research conducted by two officials* of the Bureau of Labor Statistics, United States Department of Labor, a summary of which was published in two instalments in the August and September issues of the *Monthly Labor Review*, published by the U.S. Department of Labor.

The first of these articles deals with the statistical reasons for the differences in the unemployment rates of the countries covered. The second discusses some of the other factors that contribute to the differences, such as the demographic composition of the labour force, social attitudes, and the rate of economic growth.

Adjustments Necessary

The research study showed that for six of the seven foreign countries covered, taking statistics for the year 1960, some adjustment of published unemployment data was necessary to facilitate comparison with United States figures. In four cases, the adjustments resulted in higher unemployment rates; in two cases, lower rates.

Canada was the only foreign country whose published figures could be taken without adjustment.

The following are the published figures on unemployment as a percentage of the labour force, for each of the eight countries covered by the survey, with the percentage figures adjusted to conform to United States definitions in brackets:

Canada, 7.0 (7.0); United States, 5.6 (5.6); Italy, 7.9 (4.3); Great Britain 1.6 (2.4); France, 1.1 (1.9); Sweden (1961), 1.2 (1.5); Japan, 1.0 (1.1); and Germany (Federal Republic), 1.2 (1.0).

Commenting on these figures, the first article says: "After rough adjustment for such differences [in collection procedures and definitions], the unemployment rate in the United States in 1960 was still three or more times as great as the rates in France, Germany, Japan, or Sweden. It was more than double the unemployment rate in Great Britain and appreciably higher than that in Italy. Only the rate in Canada, among the seven countries studied, was higher."

Demographic Factors

Passing on from the purely statistical aspect of the question, covered in the first article, to a study of the reasons for the real differences in rates of unemployment shown by the adjusted figures, the second article deals first with the "demographic factors," such as the rate of growth of the labour force, and the proportion of women and young people in the labour force. These factors, the study finds, contribute to only a limited extent "toward explaining the relatively high unemployment rates in the United States."

Although the labour force in the United States has not increased more rapidly than in some of the other industrial countries, the demand for labour "appears to have grown more slowly in recent years than abroad. Measured by the average annual increase in gross national product (GNP), and in industrial production, from 1951 to 1960, growth in all of the countries except Great Britain was more rapid than in the United States."

Unemployment rates are generally higher for women than for men, the article states, although it cites Canada as a notable exception to this rule. The proportion of women in the labour force therefore has a bearing on the question of unemployment rates.

Economic Factors

Among the "economic factors" that affect rates of unemployment, the article mentions: the composition of the labour force by industry; the "status" of the workers (self-employed, wage earner, etc.); and changes in the structure of the labour force due to changes in demand, technological advance, etc.

"With regard to industrial composition, the most important difference concerns the proportion of the workers engaged in agriculture.

Unemployment is much less frequently associated with agriculture than with industry, partly because agriculture is less susceptible to cyclical change, but chiefly because a high proportion of workers in agriculture are self-employed or unpaid family workers who tend, in slack periods, to work part time or withdraw from the labour force rather than seek another job with pay. Countries which are predominantly agricultural usually have little *un*employment, though they may suffer from *under*employment . . .

*Robert J. Myers, Deputy Commissioner of Labor Statistics; and John H. Chandler, Chief, Branch of International Comparisons, Division of Foreign Labor Conditions, Bureau of Labor Statistics, United States Department of Labor.

The decline in work opportunities in agriculture in the United States has undoubtedly resulted in a somewhat higher level of unemployment than we would have otherwise.

The higher proportion of wage and salary workers in the United States than in most other industrial countries was another reason cited in the article for the high unemployment rate in the United States, since unemployment is associated primarily with persons employed for a wage or salary.

At the same time, some industrial countries, such as Great Britain, Germany, and Sweden, have been able to maintain very low rates of unemployment despite a relatively high proportion of wage and salary workers—in the case of Great Britain, higher than our own. It appears, therefore, that our large proportion of wage and salary workers provides only a partial explanation of our relatively high unemployment.

Passing on to another economic factor that affects unemployment rates, the authors say:

Changes in the structure of the economy, as illustrated by change in products because of change in demand, the decline of certain occupations due to technological advance, abnormal fluctuations in the supply of labour, the deteriorating economic condition of individual localities, etc., are a significant cause of unemployment.

But it also says that "there is no statistical measure that is sufficiently comprehensive to afford a realistic comparison of differences in degree of structural change." But, "since rising productivity tends to accompany expanding production, the countries which have shown the greatest economic growth are, in general, those whose productivity has advanced most rapidly. The United States, Canada, and Great Britain . . . have lagged somewhat behind the other countries, while Japan, Italy, Germany, and France have been in the lead".

As one of the economic factors affecting unemployment, the article considers finally "the ability of workers in the various countries to withstand unemployment, that is, to afford to remain unemployed rather than accept the first job available at possible sacrifice of occupational qualifications and future income."

Unemployment insurance, of course, helps to protect the unemployed worker against the necessity of accepting a job with lower skill requirements and lower pay than the job he left. On whole, however, it is doubtful whether low wages and limited unemployment benefits have substantially influenced the unemployment picture in foreign industrial countries in recent years. With the economies abroad booming and joblessness low, unemployed workers have usually been able to find a job in which their qualifications could be used.

Legal and Social Factors

Finally, the article considers the effect of legal and social factors on unemployment. These, it says, "play a surprisingly important role in holding down unemployment in some industrial countries."

"Job attachment in other industrial countries (Canada being an apparent exception) is typically much firmer than in the United States. Once the worker has established his position as 'regular' or 'permanent,' he may be subject to layoff or separation only in an extreme emergency, or not at all."

On the other hand, the article points out that "the security of the regular worker in his job involves an appreciable cost. It may be gained in part at the expense of temporary workers who have little hope of getting steady employment. It undoubtedly depresses the level of productivity and, hence, the level of incomes. But it is a potent factor in holding down the level of unemployment."

In the second article it is stated that certain matters that affect employment and unemployment have been left out of account in the study. "Such complex questions as the form of economic organization (i.e., free enterprise, socialism, etc.) and the level of wages in relation to the supply of, and the demand for labour have been deliberately excluded.

"Government action to reduce or alleviate unemployment through training or placement programs, relocation, work relief, foreign trade promotion, and monetary and fiscal measures are also excluded. Treatment of most of these topics is beyond the scope of this article."

Safety and Health Legislation in 1962

(*Continued from page 1354*)

make regulations respecting health in industrial establishments to cover: (1) the use of noxious chemicals or materials in industrial or other processes; (2) the enforcement of medical examinations in certain occupations; (3) the reporting of industrial diseases; (4) inspection of industrial establishments, mines and other workplaces; (5) the appointment of medical officers, health inspectors or factory inspectors.

62914-7—4½

40th Convention of the CNTU

Confederation of National Trade Unions takes further step toward political action, authorizes President to make political statements provided he first consults with political action committee and follows lines laid down by board

The Confederation of National Trade Unions, at its 40th convention, held in Montreal from October 14 to 20, moved a step farther in the political action field and declared that though it is not joining a political party, it nevertheless insists on being considered as a political power.

Henceforth, the CNTU Confederal Board will have full discretion either to indicate its preference for or its opposition to a political party or to declare itself neutral, as it sees fit. And the General President was authorized, after consultation with the Political Action Central Committee, to make public statements in the field of politics in the name of the CNTU, along the general lines determined by the Confederal Board.

The convention, in which more than 600 delegates took part, gave most attention to the question of political action, though it did not neglect the other problems of the labour movement.

Jean Marchand, the General President, devoted the major part of his report to censuring the Social Credit Party, as much for its anti-labour attitude as for its monetary theories. This attack in Mr. Marchand's report was the object of a debate that lasted almost a whole day, at the end of which he received an unequivocal vote of confidence.

Mr. Marchand was later re-elected General President by acclamation, as was Marcel Pépin, the National Secretary.

The CNTU, which has enjoyed a substantial increase in membership in the past two years—it now has more than 113,000 members—showed signs of greater solidarity. So it was that it adopted a partial revision of its structure with a view to improving the efficiency of its services.

Four important reports, on automation, white-collar organization, female workers, and portable pension plans, were read to the delegates. These reports will be carefully studied before the next convention.

The delegates to the biennial convention reiterated their opposition to nuclear weapons; censured Sunday work, especially in paper mills; requested a revision of the Labour Relations Board; and demanded full rights of association for civil servants.

The convention was opened in the presence of a large number of guests of honour, among whom were Hon. Pierre Sévigny, Associate Minister of National Defence, representing the federal Minister of Labour; Hon. René Hamel, Minister of Labour for Quebec; Mayor Jean Drapeau of Montreal; Msgr. Paul Grégoire, Auxiliary Bishop of the Montreal Diocese; Lionel Sorel, General President of the Catholic Union of Farmers; and Maurice Bouladoux, President of the International Federation of Christian Trade Unions.

Political Action

The CNTU moved a step farther in the field of political action, but stopped short of joining a political party. The convention authorized the formation of "a political action central committee," of which the members and the duties will be determined by the Confederal Board, which will be responsible for political education.

The convention also authorized the Confederal Board to indicate its preference for a political party and authorized the General President and the General Secretary "to make public statements of a political nature on behalf of the CNTU, after consulting the political action central committee and within the framework of the decisions taken by the Confederal Board."

The delegates instructed the Confederal Board to make "a thorough study of the different political parties."

The convention adopted, with certain amendments, a resolution proposed by the Montreal Central Council, which, apart from acknowledging that "direct political action is a means of contributing to the general welfare," emphasizes that it has become necessary for labour organizations to determine their political orientation, because of the effects of economic and social problems.

In addition, the motion resolved:

—That the CNTU, aware of its responsibilities to the workers and the general population, declare itself in favour of democratic economic planning under the responsibility of the State, with the co-operation of interested parties speaking through appropriate organizations;

—That the CNTU accept the necessary amount of socialization and nationalization, notably in the fields of public utilities and natural resources, in order to break the hold of economic dictatorship and better protect the general interests of the population;

—That the CNTU take all the means at its disposal to help in the establishment, at the different levels of public life, of a political democracy, an economic democracy and a social democracy.

The General Secretary questioned the wisdom of direct affiliation to a political party. "It is not logical," he said, "that the labour movement should become an opposition party and be automatically opposed to the party in power."

Gérard Picard, President of the Montreal Central Committee and also Provincial President of the New Democratic Party, praised the convention's attitude, stressing that it had just blazed a trail that would permit the CNTU to feel more at ease in the field of political action.

"If the political action central committee finds, after a careful study of the different political parties, that a particular party is closest to the objectives of the labour movement, then it should not hesitate to recommend the support of this party to its members," he said.

President's Moral Report

The moral report of the General President dealt mostly with Social Credit; in it he tried to demonstrate the anti-unionism of this movement.

Asked to justify the warning he had made about 10 days before the federal elections of June 1962 about the theories and principles of the Social Credit Party, Mr. Marchand insisted that the CNTU President, by his very office, "must denounce individuals and groups that are hostile to labour."

The President's report gave rise to a debate that lasted most of a day and at the end of which he received almost unanimous approval of the convention, there being only one dissenting vote.

Mr. Marchand insisted in his report that Social Credit was anti-labour in its principles. He said that a publication of the Social Credit Association of Canada had stated that the failure of our economic system was due to "the poor leadership of the labour movement, the abuse of power by trade unions, and the threat of strikes."

During the debate on the report, in which about twenty delegates took part, Mr. Marchand explained why he had attacked the Social Credit Party and not the other parties.

"The old parties are parties without a fixed theory," he said. "These parties change their election platforms according to circumstances and all we can do is approve or disapprove these platforms, which we have done in the past." But Social Credit alone had a fixed theory, and this theory was "harmful" and "does not stand up," he said.

The other parties, however, "did not have the courage to say what is wrong with the Social Credit theory, and thus failed in their political duty."

Structural Changes

The convention approved the creation of six main regions and the opening of regional CNTU offices to provide organization and education services, previously handled by the central councils. But it did not proceed with other structural changes.

This relocation of services began at last year's special convention (L.G., Jan., p. 35). The province has been divided into six regions: Montreal, Quebec, Saguenay-Lac St. Jean, Northern Coast, Eastern Townships, and Mauricie. In each of these regions, the CNTU will open an office to provide all the regional unions with the main organizational and educational services.

The central councils will remain, however, to group the unions and represent the workers in their dealings with public authorities and other social groups, and to promote unionism.

For the time being, the convention did not make any change in the structure of the Federations. The wish was expressed, however, that it may be possible to bring about improvements of this type at the regional level within the next two years.

The convention also approved a 10-cent-a-month increase in per capita dues paid to the CNTU to cover the cost of the new regional offices.

Automation

The convention was shown a 35-page study on automation and its impact upon unionism, prepared by Jean Paul Gagnon, a sociologist working for the CNTU.

Mr. Gagnon summarized the union's attitude concerning automation:

> The labour movement cannot but welcome a labour development that tends to remove from it everything that is not human. However, unionism would not like to see this development, which will benefit mostly the workers of tomorrow, turn against the workers of today. Moreover, far from wanting to protect the old industrial structures by claims tending to stop technical progress, workers want to be protected. Unionism does not wish to protect old jobs; it wants to protect workers who are very much alive.

The report, which contains concrete recommendations concerning the attitude of unions on collective bargaining, will be studied by several committees on education.

White-Collar Workers

The Executive Committee was instructed by the convention to create a "white-collar workers" department.

NO STRIKE DURING 1967 WORLD FAIR

The Building Trades Council of the Metropolitan Area (CNTU) agreed not to strike or take other restraining action during work in direct connection with the World Fair to be held in Montreal in 1967, Aldéric Gosselin, Council President, announced at the convention.

This pledge will hold provided the workers on these jobs are paid the wages and given the working conditions prevailing in the metropolitan Montreal area.

Any grievance arising during the life of this agreement shall be settled through arbitration.

The Council does not object to exhibitors employing technicians and specialized workers from their native country, provided that the work of these people is limited to their own trade and that it be done within the limits of the fair grounds.

This suggestion was made by the committee chairman responsible for making a study of the white-collar workers' problems, Jean Robert Gauthier, who pointed out that this department should be under the direction of a permanent director.

Recalling that white-collar workers represent 28 per cent of the wage-earning population, Mr. Gauthier presented a program of action based on research in the sector that the labour movement is called upon to serve and on the expansion of union organization based on existing structures.

"This long-term program of action should aim at two ultimate objectives: the integration of all the middle class wage-earners in the system of union institutions, and the merger, without distinction of caste or class, between wage-earning groups, whether labourers or not," he said.

Female Workers

The efforts made by Vice-President Miss Jeanne Duval to improve working conditions of mothers who have to work outside the home met with strong opposition.

Requesting the delegates to give up "their anachronistic concept" of woman's role, Miss Duval asked the CNTU's support in promoting the three following recommendations:

1. The adoption of a 4-hour work-day;
2. The extension of leaves of absence due to illness of children; and
3. The creation of a benefit fund for new mothers, which would permit them to stay home as long as the care of the child would require.

The committee that studied Miss Duval's report had already replaced these specific recommendations by one suggesting "that shorter working hours be established for working mothers, taking care to protect the regular workers."

The convention went a step farther. It decided to defer the whole report for consideration at the next convention, in two years time.

The spokesman for the opposition was Miss Georgette Lachaîne of Montreal, member of the *Centrale professionnelle du Commerce* (Commerce Employees Union), who objected to mothers' working outside the home. Miss Lachaîne was later elected a CNTU vice-president, unseating Miss Duval.

Portable Pensions

The CNTU approved its committee's proposal for a portable pension plan, which provides for a pension plan administered by the Province, applicable to all citizens of the province, whether wage-earners or not, that would assure to everyone a retirement fund, and that would become a means of economic planning in the hands of the Government.

The proposed scheme, prepared by Jean Paul Gagnon, is based on the principle that "every person has the right to live comfortably, in keeping with the condition of society, throughout his life."

One corollary states that "the existence of a pension plan should not be negotiable and all the workers should benefit from it."

The CNTU proposal contemplates four levels:

1. The federal old-age pension. This should be increased in order to assure a real minimum living income, should be more responsive to fluctuations in the cost of living, and should be granted at age 65.

2. A contributory provincial retirement fund—a true pension plan—geared to income. This provincial pension plan should, among other things protect all the workers; be compulsory from age 25; be contributory, the employer contributing 5 per cent of wages paid and the employee 5 per cent of wages received; be available to a non wage-earner on payment of a contribution of 10 per cent of his income.

3. An additional provincial amount that would adjust pension benefits to the cost of living and the value of the dollar.

4. An additional amount coming from benefits bargained for through unions, which could be connected with the years of service in a plant, or from the additional contributions made to the provincial fund by individuals or firms.

The provincial fund would undertake, under government guarantee, for every person registered with the fund, to:

—Credit to him contributions during his periods of unemployment at his average wage rate, and during his periods of illness at his previous wage rate;

—Pay him, from the date of his retirement to the date of his death, a pension previously determined according to his income during his working life and to his years of participation;

—Pay to the survivor part of the pension according to certain criteria: age, and previous amount of the pension;

—Consider all permanent disability as retirement; and

—Pay to dependants, according to their age, a sum equal to ordinary life insurance, when a contributor dies before retirement.

In conclusion, the committee pointed out that such a provincial fund, which would amount to more than a billion dollars in a few years, could constitute "a magnificent and unique instrument of economic planning and of economic independence."

Addresses

Jean Marchand

Jean Marchand, CNTU General President, invited the federal Government, in co-operation with all interested production agencies and social groups, to undertake immediately the planning of the Canadian economy. He made this appeal after reviewing the shortcomings of the economy and decrying the existence of "almost chronic" unemployment.

Stating that there is no easy solution to Canada's economic problem—save through annexation to the United States, an idea that is rejected by the majority of the citizens—he declared that we shall have to wait for the machine to be put in motion before asking for an increase of output.

The problem cannot be laid down in terms of private enterprise versus public enterprise or state intervention. "We must call upon the goodwill and the co-operation of all," he said.

Recalling the main goals of trade unionism, Mr. Marchand declared that the collective agreement, though it retains a certain value, "is no longer capable of solving all the workers' problems."

He added:

How good is a collective agreement to deal with unemployment? How can a satisfactory rate of growth be achieved without interfering with investment policies, structures of industry, tariff policies, the Government's monetary and fiscal measures, our school system and professional training?

Mr. Marchand concluded that the labour movement definitely cannot protect the interests of its members while restricting its action merely to collective bargaining. "It must take an over-all view of the national and international economy and adopt means of action capable of influencing the economy toward the common interest," he said.

CNTU MEMBERSHIP

While most North American labour organizations were registering decreases in membership, the CNTU's membership has increased substantially in the last two years. The General Secretary's report points out that the CNTU, which had 94,114 members in 1960, now has 113,885, an increase of 21 per cent.

Likewise, during these two years, the number of unions affiliated to the CNTU has increased from 442 to 518, distributed among 14 federations or sectors.

The Building Workers' Federation has the most members, 21,756, followed by the Metal Trades' Federation with 16,179 and by the Service Employees' Federation, with 15,366. This last federation has increased the most in the two years, by 6,262 members.

Hon. Pierre Sévigny

One of the main goals of the federal Government is to create more than one million new jobs as well as a corresponding increase of the gross national product during the next five years, declared Hon. Pierre Sévigny, Associate Minister of National Defence. This is possible, said Mr. Sevigny, who represented the Hon. Michael Starr, Minister of Labour, since more than 200,000 new jobs were created last year.

Briefly reviewing the legislation forecast in the Speech from the Throne, the Minister said it was the Government's intention to establish a National Economic Development Board, which will not only investigate and report on economic conditions, but will also be instructed to recommend to the Government special projects or measures capable of promoting Canada's economic growth.

He called attention to the programs of the federal Department of Labour, including those relating to the construction of technical and vocational training schools and to the training of skilled manpower.

Reminding the delegates that 72 per cent of the unemployed were unskilled or only partly trained persons, Mr. Sevigny emphasized the merits of the federal-provincial training program for the unemployed. Of the 26,887 persons who received training during the year, 8,308 were from Quebec. They received 293,662 days of training.

Hon. René Hamel

Hon. René Hamel, Provincial Minister of Labour, strongly urged management and labour unions to form co-operation committees as a means of increasing productivity.

Co-operation committees at the plant level—generally known as labour-management committees—should have two goals: an economic one, increasing of production,

MESSAGE FROM CLC PRESIDENT

In a telegram addressed to the General President of the CNTU, Claude Jodoin, President of the Canadian Labour Congress, expressed regret at not being able to accept the invitation to attend the convention.

"My colleagues and I sincerely hope that eventually unity will be possible not only at the legislative level but also at the union level in the interests of Canadian workers," added Mr. Jodoin.

and a moral and social one, giving the human element its rightful place, that is, giving the employees more influence and interest in the operation of the establishment.

The Minister remarked that a favourable psychological atmosphere improves the employees' efficiency. To create such an atmosphere, the employees must be convinced "that they will receive their share of the profits resulting from increased production and that they will have the opportunity to express their views on the methods used to improve productivity," he added.

"Labour-management committees did not stem only from the dignity of man at work," said Mr. Hamel, "but also from the right of the working class to be informed about the economic developments and about the decisions that govern their lives."

After having remarked that real co-operation in the economic field is possible only through the existence of sound and responsible unions, Mr. Hamel asked the labour unions to drop their traditional scepticism toward the joint committees.

"Labour-management committees at the plant level give rise to agreement which later facilitates the settlement of really effective collective agreements," he said.

IFCTU President

Maurice Bouladoux, President of the International Federation of Christian Trade Unions, to which the CNTU is affiliated, made a stirring appeal on behalf of the developing countries.

The 15 most needy countries account for more than 50 per cent of the world population but enjoy only 10 per cent of the total income, Mr. Bouladoux said, pointing out that the world was being divided into two groups: the rich and the poor. The IFCTU President asked the CNTU delegates to look for ways and means to relieve the hardships that still prevail.

Mr. Bouladoux declared that we must place our hope in simultaneous disarmament and urged members of the CNTU to become propagandists for this.

In conclusion he said the European Common Market, in raising the standard of living of the workers of the six member countries, will eliminate the competition due to low wages and thus will benefit Canadian workers.

CNTU General Chaplain

Canon Henri Pichette, CNTU general chaplain, invited the CNTU to go beyond the traditional limits of the labour movement and consider objectives on the social and economic levels. "In modern society," he said, "service to workers can no longer be assured through collective bargaining alone."

The union member was under the impression that he was paying dues for the sole purpose of having his interests protected through a collective agreement, he said. Although the workers acknowledge the merits of collective agreements, they do not quite see how unionism can guarantee the security they are seeking.

"That is why they are naturally inclined to appeal directly to other institutions without even suspecting that the labour movement is an essential factor of intervention and participation at the level of the entire economy," Canon Pichette said. "We must go beyond the traditional limits of union activities and consider other objectives."

The General Chaplain maintained that the workers' voice should be heard, not only in the undertaking but also in higher places, where their fate is more surely decided. "The workers must be represented in all places and all organizations where planning of economic life is done."

The labour movement must avoid two dangers in order to make a positive and efficient contribution. It must avoid confining itself to a negative or solely demanding attitude and, secondly, it cannot take refuge in a declaration of principles.

Resolutions

The convention made an appeal "to all peace-promoting bodies in Canada to exert immediate concerted pressure upon the Canadian Government to refrain from accepting nuclear arms." Mr. Marchand said that the only worthwhile contribution Canada could make in favour of peace was to join all the other nations opposed to the making and use of atomic weapons.

The President's statement, which received unanimous approval, added that Canada's entry in the nuclear arms race would deprive us of precious support of the nations who wish to establish lasting peace in the world.

Labour Relations Board

The CNTU reiterated its request for major changes in the Labour Relations Board. The CNTU recommended that the Board members be not civil servants; that applications be disposed of within 30 days; that the Board sit in four groups, each being presided over by the chairman or one of three vice-chairmen. A number of other changes were requested.

Sunday Work

The convention gave full support to the fight of the CNTU and the Federation of Pulp and Paper Workers against the continuous production system during seven days a week. A request has already been made to the provincial Government to institute a board of inquiry to look into Sunday work in the pulp and paper industry.

Right to Strike

The delegates adopted a resolution requesting an amendment to the Labour Relations Act with a view to re-instalment of the right to strike during the life of an agreement when one of the parties refused to carry out an arbitration award within 30 days.

Wage Insurance

A five-member committee was formed to study the possibilities of creating a wage insurance fund intended to help strikers. A resolution from the Sorel union suggested that one dollar a week be deducted from each member until "a sufficient fund for the defence of our rights" has been established. The committee will not report until the next convention, in 1964.

Civil Servants' Right of Association

In telegrams sent to the federal Government and to the leaders of the two Quebec political parties, the delegates requested the right of association for civil servants.

Other Resolutions

Other resolutions requested:

—The establishment by the Canadian Broadcasting Corporation of a television station in the city of Quebec;

MOVE OF HEAD OFFICE

The CNTU decided to move its head office from Quebec to Montreal and thus bring together in the same city the offices of the Secretary and the Treasurer. The General President will continue to live in Quebec but the General Secretary will move to Montreal, although still maintaining an office in the city of Quebec. Several services, including those of organization and publication of the paper, are already located in Montreal.

—An increase in televised educational programs;

—An increase in public works, both at the federal and provincial government levels, as well as an increase in their financial participation in winter works;

—A more pronounced trend toward processing our natural resources at home;

—An amendment to the Labour Disputes Investigation Act in order to compel boards of arbitration to submit their reports within the 45 days following the appointment of the chairman;

—A provincial Equal Pay for Equal Work Act.

Many of the 150 resolutions submitted had to be referred to the Confederal Board owing to a lack of time to consider them.

Election of Officers

Jean Marchand was unanimously re-elected General President, a position he assumed in the spring of 1961 when Roger Mathieu resigned.

Also re-elected unanimously were General Secretary Marcel Pépin and Treasurer Jacques Dion.

Adrien Plourde of Arvida was also unanimously chosen for the new position of General Vice-President. This position, which is actually that of first Vice-President, is a full-time position paid on the same basis as that of the General Secretary.

The other vice-presidents elected were: Ted Payne, Metal Workers; Raymond Parent, Metal Workers; René Gosselin, Textile Workers; Jean-Robert Gauthier, Services; Daniel Lessard, Mining Industry; Miss Georgette Lachaîne, Commerce; and Victor Dahl, Pulp and Paper.

Miss Lachaîne and Messrs. Parent, Gauthier and Dahl are new members on the executive committee.

The Convention re-elected Armand Larivée, Louis Philippe Boily and Guy Thibodeau president, vice-president and treasurer, respectively, of the defence fund.

COLLECTIVE BARGAINING REVIEW

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During December 1962, January and February 1963

(except those under negotiation in November)

Company and Location	Union
American Can, Hamilton, Simcoe, Ont. & Montreal, Que.	CLC-chartered local
B. A. Oil, Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Bristol Aero-Industries, Winnipeg, Man.	Machinists (AFL-CIO/CLC)
Consumers Glass, Toronto, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Eastern Canada Stevedoring & two others, Toronto, Ont.	I.L.A. (AFL-CIO/CLC)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hamilton City, Ont.	Public Empl. (CLC) (office empl.)
Hamilton City, Ont.	Public Service Empl. (CLC) (outside empl.)
H. J. Heinz, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Millinery Mfrs. Assn., Montreal, Que.	Hatters (AFL-CIO/CLC)
Miramichi Lumber, Chatham Industries & others, Miramichi ports, N.B.	Miramichi Trades & Labour (Ind.)
Moirs Ltd. & Moirs Sales, Halifax, N.S.	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)
Northern Electric, Belleville, Ont. & Montreal, Que.	Empl. Assn. (Ind.) (plant empl.)
Northern Electric, Montreal, Que.	Office Empl. Assn. (Ind.)
Quebec North Shore Paper, Baie Comeau, Franquelin & Shelter Bay, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
Singer Mfg., St. Jean, Que.	Steelworkers (AFL-CIO/CLC)
Telegram Publishing Co., Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Vancouver Police Commissioners Bd., B.C.	B.C. Peace Officers (CLC)

Part II—Negotiations in Progress During November

Bargaining

Company and Location	Union
Alta. Govt. Telephones	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Asbestos Corp. & others, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Assn. des Marchands Detaillants, Quebec & district, Que.	Metal Trades' Federation (CNTU) (garage empl.)
B.C. Hotels Assn., New Westminster, Burnaby, Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
B.C. Hydro & Power Authority	I.B.E.W. (AFL-CIO/CLC)
B.C. Hydro & Power Authority	Office Empl. (AFL-CIO/CLC)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
Burnaby District, B.C.	Public Empl. (CLC)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
C.P.R., system-wide	Trainmen (AFL-CIO/CLC) (dining car staff)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Empl. Assn. (Ind.)
Canada & Dominion Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Cdn. Copper Refiners, Montreal, Que.	Metal Refining Wkrs. Union (Ind.)
Cdn. Industries, Brownsburg, Que.	Mine Wkrs. (Ind.)
Cdn. Lithographers' Assn., Eastern Canada	Lithographers (Ind.)
Christie, Brown, Toronto, Ont.	Bakery Wkrs. (CLC)

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

Company and Location	Union
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Continental Can, St. Laurent, Que.	CLC-chartered local
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
DeHavilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC) (clerical empl.)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Dominion Steel & Coal (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal, Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Donohue Bros., Clermont, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Eastern Canada Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Falconbridge Nickel, Falconbridge, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
Great Lakes Paper, Fort William, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Hospitals (4), Trois Rivieres, Que.	Service Empl. Federation (CNTU)
International Nickel, Sudbury, Ont.	Steelworkers (AFL-CIO/CLC)
Iron Ore of Can., Nfld. & Que.	Steelworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Kimberly-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Lakehead terminal elevators, Fort William & Port Arthur, Ont.	Railway Clerks (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Maritime Tel. & Tel. & Eastern Electric, company-wide	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Maritime Tel. & Tel., company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Men's Clothing Mfrs. Assn., Toronto, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.	Public Service Empl. Fed. (CNTU) (inside empl.)
Montreal City, Que.	Public Service Empl. (CLC) (outside empl.)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Saint John Shipbuilding & Dry Dock, Saint John, N.B.	Various unions
Saskatchewan Government Telephone	Communications Wkrs. (AFL-CIO/CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Service Empl. (CLC)
Shell Oil, Montreal East, Que.	Empl. Council (Ind.)
Shipping Federation, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.	I.L.A. (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que.	Pulp & Paper Wkrs. Federation (CNTU)
St. Lawrence Corp., Nipigon, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
T.C.A., Canada-wide	Machinists (AFL-CIO/CLC)
Thompson Products, St. Catharines, Ont.	Empl. Assn. (Ind.)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Vancouver General Hospital, Vancouver, B.C.	Public Empl. (CLC)
Wabasso Cotton, Welland, Ont.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg City, Man.	Fire Fighters (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Conciliation Officer

Bldg. mtce. & window cleaning contractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Duplate Canada, Oshawa, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Hotel Chateau Laurier (C.N.R.), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
Northern Electric (western region), Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)

Conciliation Board

Company and Location	Union
Abitibi Power & Paper, Northern Ontario	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
B.C. Shipping Federation, various ports	Longshoremen & Warehousemen (CLC)
Hotel Empress (C.P.R.), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)

Post-Conciliation Bargaining

Cdn. Acme Screw & Gear, Monroe Acme & Galt Machine, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
International Nickel, Port Colborne, Ont.	Steelworkers (AFL-CIO/CLC)

Arbitration

Hospitals (11), Montreal & district, Que.	Service Empl. Federation (CNTU)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

Que. Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local

Part III—Settlements Reached During November 1962

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

BELL TELEPHONE, QUE. & ONT.—CDN. TELEPHONE EMPL. (IND.) (CLERICAL EMPL.): 1-yr. agreement covering 8,000 empl.—top rates increased by $1 to $2 a wk. and starting rates by $2 to $4 a wk., depending on grades and localities of empl., eff. Nov. 25, 1962; off-normal period differential for any time worked between 6 p.m. and 7 a.m. (except overtime) increased to a maximum of $1.25 a day (formerly 75¢ a day); for vacations taken in May, June, September and October, 3 wks. vacation after 10 yrs. of service (formerly 2 wks.) and 4 wks. vacation after 25 yrs. of service (formerly 3 wks.); for vacations taken in January, February, March, April, November and December, 4 wks. vacation after 20 yrs. of service (formerly 3 wks.).

BELL TELEPHONE, QUE. & ONT.—CDN. TELEPHONE EMPL. (IND.) (COMMUNICATIONS SALES EMPL.): 1-yr. agreement covering 500 empl.—top rates increased by $19 a mo. and starting rates by $20 a mo. in all localities eff. Dec. 6, 1962; vacation plan revised as in clerical empl. agreement above.

BELL TELEPHONE, QUE. & ONT.—CDN. TELEPHONE EMPL. (IND.) (CRAFT & SERVICES EMPL.): 1-yr. agreement covering 9,700 empl.—top rates increased by $1.50 to $3.50 a wk. and starting rates by $1 to $4.50 a wk., depending on grades and localities of empl., eff. Nov. 25, 1962; off-normal period differential increased to a maximum of $2 a day (formerly $1.80 a day); vacation plan revised as in clerical empl. agreement above.

BELL TELEPHONE, QUE. & ONT.—TRAFFIC EMPL. (IND.): 1-yr. agreement covering 8,300 empl.—top rates increased by $1 to $1.50 a wk. and starting rates by $1 to $3.50 a wk., depending on grades and localities of empl., eff. Nov. 25, 1962; night shift differential for traffic operators increased to $1 or $1.25 a day, depending on localities; vacation plan revised as in clerical empl. agreement above.

CANADIAN CAR, FORT WILLIAM, ONT.—AUTO WKRS. (AFL-CIO/CLC): 28-mo. agreement covering 530 empl.—no general wage increase; classification adjustments of 8¢ to 14¢ an hr.; cost-of-living bonus to be adjusted quarterly at 1¢ for each .65 point change in consumer price index (formerly .70 point change) with base being set at 131.5 (formerly 129.0); pension plan to be non-contributory eff. Jan. 1, 1963 with benefits amounting to $2 a mo. per yr. of service; employer will pay 20% increase in P.S.I. premiums in 1963 and will contribute 70% toward medical, hospital and life insurance and sickness and accident plan (at present 60%) in January 1964; labourer's rate will be $1.68 an hr.

CANADIAN KODAK, MOUNT DENNIS, ONT.—CHEMICAL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 780 empl.—wage increases of 5¢ to 9¢ an hr. eff. Nov. 5, 1962; wage reopener eff. Nov. 6, 1963; labourer's rate $2.02 an hr.

CDN. NATIONAL NFLD. STEAMSHIP SERVICE (CNR)—RAILWAY, TRANSPORT & GENERAL WKRS. (CLC): 5-yr. agreement covering 700 empl.—wage increases of $9.58 a mo. eff. May 1, 1962, May 1, 1963, May 1, 1964, $9.57 a mo. eff. May 1, 1965 and May 1, 1966 for unlicensed personnel; seaman's rate after May 1, 1966 will be $284.79 a mo.

CONSOLIDATED PAPER, GRAND'MERE, QUE.—PAPER MAKERS (AFL-CIO/CLC) & PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 600 empl.—wage increase of 5¢ an hr. retroactive to May 1, 1962; evening and night shift premiums increased to 7¢ and 10¢ (formerly 6¢ and 9¢) respectively; labourer's rate $2.03 an hr. and 1st class mechanic's rate $2.74 an hr.

CONSOLIDATED PAPER, LES ESCOUMINS, QUE.—PULP & PAPER WKRS. FEDERATION (CNTU): 2-yr. agreement covering 500 empl.—wage increase of 8¢ an hr. retroactive to July 31, 1962 for hourly rated empl.; wage increase of 30¢ a cord retroactive to July 31, 1962 for piece wkrs.; additional classification adjustments; 2 paid holidays (formerly 1 paid holiday).

Consolidated Paper, Ste-Anne de Portneuf, Que.—Pulp & Paper Wkrs. Federation (CNTU): 2-yr. agreement covering 900 empl.—wage increase of 8¢ an hr. retroactive to July 31, 1962 for hourly rated empl.; wage increase of 30¢ a cord retroactive to July 31, 1962 for piece wkrs.; additional classification adjustments; 2 paid holidays (formerly 1 paid holiday).

Dominion Glass, Hamilton, Ont.—Glass & Ceramic Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 1,100 empl.—settlement pay of $75 for present empl. on payroll between Jan. 15, 1962 and Aug. 3, 1962; wage increases of 9¢ an hr. eff. Nov. 5, 1962, 5¢ an hr. eff. Nov. 1, 1963 and 5¢ an hr. eff. Nov. 1, 1964; bonus and incentive systems in new moulding division discontinued and wage rates in previous agreement increased by 5%; employer to contribute $2.06 a mo. for single empl. (formerly $1.46), $4.79 a mo. for married empl. (formerly $2.93) and $7.01 a mo. for married empl. with dependants toward P.S.I., eff. November 1962; employer to contribute $1.60 a mo. for male empl. and $1.40 a mo. for female empl. toward weekly indemnity plan providing weekly benefits of $40 for male empl. and $35 for female empl., eff. Nov. 1, 1963; evening and night shift premiums to be increased to 7¢ and 9¢ (formerly 6¢ and 8¢) respectively eff. Nov. 1, 1963; 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.) eff. Nov. 1, 1964; provisions for jury duty pay and 3 days' bereavement leave with pay; labourer's rate after Nov. 1, 1964 will be $1.82 an hr.

Dow Brewery, Montreal and Quebec, Que.—Brewery Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 800 empl.—wage increases of 6¢ an hr. retroactive to Jan 1, 1962, 8¢ an hr. eff. Jan. 1, 1963 and 8¢ an hr. eff. Jan. 1, 1964; S.U.B. plan instituted to provide for $45 a wk. in first yr. of agreement, $46 a wk. in second yr. of agreement and $47 a wk. in third yr. of agreement for single empl. ($55, $56 and $57 a wk. for married empl.) payable for 10 to 52 weeks, depending on length of service; labourer's rate after Jan. 1, 1964 will be $2.53 an hr.

General Steel Wares and Easy Washing Machine, London, Toronto, Ont. & Montreal, Que.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 1,600 empl.—wage increases of 4¢ an hr. eff. Oct. 10, 1962 and 3¢ an hr. eff. Oct. 1, 1963; employer and empl. each to contribute 1¢ an hr. for improvements to group insurance plan eff. Jan. 1, 1963 and 2¢ an hr. for improvements to pension plan eff. May 1, 1964; labourer's rate after Oct. 1, 1963 will be $1.72 an hr.

Great Western Garment, Edmonton, Alta.—United Garment Wkrs. (AFL-CIO/CLC): 37-mo. agreement covering 700 empl.—general wage increase of 3%; bundling and numbering girl's starting rate $28 a wk. and male shipping and stockroom employee's starting rate $40 a wk.

Molson's Brewery, Montreal, Que.—Empl. Association (Ind.): wage increase of 7½% retroactive to Jan. 1, 1962 for 1,000 empl. arising from negotiations on wage reopener provided for in 3-yr. agreement expiring Sept. 29, 1963; base rate $95 a wk. and rate for tradesmen $119 a wk.

National Harbours Board, Montreal, Que.—Railway Clerks (AFL-CIO/CLC): 3-yr. agreement covering 800 empl.—wage increases of 6¢ an hr. retroactive to Jan. 1, 1962, 6¢ an hr. eff. Jan. 1, 1963 and 6¢ an hr. eff. Jan. 1, 1964; additional wage increase of 2¢ an hr. for labourers, janitors, clerk-janitors, truck drivers and switchmen retroactive to Jan. 1, 1962; additional classification adjustments of 2¢ to 7¢ an hr. retroactive to Jan. 1. 1962; leading hand's differential increased to 10¢ an hr. (formerly 7¢) retroactive to Jan. 1, 1962; 1 hr. vacation for every 36 hrs. of work annually during first 3 yrs. of service (formerly 1 hr. for every 52 hrs. of work during first two yrs. of service); 1 hr. vacation for every 18 hrs. of work annually after 3 yrs. of service (formerly 1 hr. vacation for every 26 hrs. of work after 2 yrs. of service); 1 hr. vacation for every 12 hrs. of work annually after 15 yrs. of service (formerly 1 hr. vacation for every 17 hrs. of work after 20 yrs. of service); maximum 720 hrs. cumulative sick leave with pay (formerly 400 hrs.); compulsory check-off supersedes voluntary check-off; labourer's rate after Jan. 1, 1964 will be $1.73 an hr.

Northwestern Utilities & Cdn. West. Natural Gas, Alta.—Empl. Benefit Assn. (Ind.) & Empl. Welfare Assn. (Ind.): 1-yr. agreement covering 840 empl.—no general wage increase; 3 wks. vacation after 5 yrs. of service for temporary empl. (previously for permanent empl. only); labourer's rate $1.71 an hr., male clerk "E" rate $280 a mo. and stenographer's rate $200 a mo.

Quemont Mining, Noranda, Que.—Steelworkers (AFL-CIO/CLC): 3-yr. agreement covering 530 empl.—wage increases of 2½% eff. April 1963 and 2½% eff. April 1964; prior to settlement, company increased wages by 5¢ an hr.; St. Jean Baptiste Day to be observed as a paid holiday, making a total of 7 paid holidays; labourer's rate after April 1964 will be $1.74 an hr.

Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C.—Butcher Workmen (AFL-CIO/CLC): 30-mo. agreement covering 850 empl. —wage increases of 10¢ an hr. for journeymen and head meatcutters, 12½¢ an hr. for female empl. after 16 mos. of service and of 5¢ an hr. for other empl., eff. Nov. 6, 1961; wage increases of 5¢ an hr. for journeymen and head meatcutters, 2½¢ an hr. for female empl. after 16 mos. of service and 5¢ an hr. for other empl., eff. April 22, 1963; 3 wks. vacation after 5 yrs. of service (formerly after 7½ yrs.); new provision for 4 wks. vacation after 20 yrs. of service; inexperienced female employee's rate after April 22, 1963 will be $1.45 an hr.

Saskatchewan Government—Sask. Government Empl. (Ind.) (classified services): 2-yr. agreement covering 5,000 empl.—general wage increases of 2% in first yr. of agreement and 2½% in second yr. of agreement; rate for clerk I will be $187 a mo.

Shawinigan Water & Power, province-wide, Que.—Empl. Association (Ind.): wage increase of 14¢ an hr. for 1,300 empl. eff. Nov. 1, 1962 arising from negotiations on wage reopener provided for in 2-yr. agreement expiring Oct. 31, 1963.

Winnipeg Metro, Man.—Public Service Empl. (CLC): 18-mo. agreement covering 500 empl.—wage increase of 3% retroactive to Jan. 1, 1962 for hourly rated empl.; incremental wage increase of 4-4½% retroactive to Jan. 1, 1962 for monthly rated empl.; labourer's rate $1.76 an hr. and clerk-stenographer's rate $200-$240 a mo.

National Rehabilitation Association

Ian Campbell, National Co-ordinator of Civilian Rehabilitation, presides at luncheon during annual conference of United States rehabilitation association

A number of Canadians attended the annual conference of the National Rehabilitation Association in the United States, at Detroit, Mich., on October 22, 23 and 24, 1962.

The theme of this year's meeting was "New Concepts and Challenges for Rehabilitation." Delegates were welcomed by Dr. Max K. Newman, President of the American Academy of Physical Medicine. Michigan Governor John B. Swainson gave the keynote address.

Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Department of Labour, Ottawa, and Chairman of the World Commission on Vocational Rehabilitation, presided at the International Luncheon, sponsored by the U.S. Committee of the International Society for Rehabilitation of the Disabled. Dr. A. H. Heering, Deputy Director of the Ministry of Social Affairs and Public Health of The Netherlands, and Col. William P. McCahill of Washington were the luncheon speakers.

Col. McCahill, who is Vice-Chairman of the People to People Committee of the United States and Executive Secretary of President Kennedy's Committee on Employment of the Handicapped, presented Mr. Campbell with a citation from the "People to People Program" for his "outstanding contribution to International Goodwill."

Principal speakers at the general sessions included Dr. Howard A. Rusk, Director of the Institute of Physical Medicine and Rehabilitation in New York, who spoke on "Merging Professional Streams in Rehabilitation"; Walter P. Reuther, President, United Auto Workers, who spoke on the social-economic factors affecting rehabilitation now and in the future; Dr. William Gellman, Executive Director of the Jewish Vocational Service in Chicago, who spoke on new concepts and challenges in rehabilitation of children and young adults; and Dr. William J. Cohen, Assistant Secretary, U.S. Department of Health, Education and Welfare, who spoke on new concepts and challenges for rehabilitation in the fields of health, education and welfare.

Concurrent sessions were devoted to such aspects of rehabilitation as: advances in research; standards for centres and workshops; training in rehabilitation, both national and international; principles of organization for rehabilitation centre administrators; vocational factors in permanent disability; and Social Rehabilitation.

Other sessions were devoted to consideration of problems of various types of disablement, such as epilepsy, cardiovascular disease, mental retardation, neuromuscular disorders.

Dr. C. Esco Obermann, Executive Director of the St. Paul Rehabilitation Center, St. Paul, Minn., in his presidential address spoke of the many new scientific advances and the responsibility of using them for the benefit of mankind.

Discussing the importance of considering automation in planning the vocational future, Dr. Obermann said:

> It has been estimated that in the next generation, 60 million jobs in the United States will change in character. Jobs, whole trades and professions will be eliminated. New ones will be created. But this will not be done in an orderly manner so that a generation of oldsters will retire with their out-dated skills and a new generation of youngsters move in behind them with new skills to displace them. No. The school child of today can expect to change his vocation several times during his productive years.
>
> This presents prodigious tasks in training, retraining, adjusting, readjusting. Workers will have to acquire repeatedly, not only new skills, but new loyalties, new standards and new ethics. We will have to find new and faster ways to make a novice into a skilled technician. No longer can the average person devote a lifetime to becoming and being a skilled tradesman, with pride in his work and love for all that it has demanded of him. No longer can any specialist relax, secure and happy in the knowledge that he and what he has to offer will always be needed.

Kenneth D. Cassidy of the Ford Motor Co. was the principal speaker at the luncheon meeting of the Industrial Relations and Industrial Management section. In outlining the philosophy of rehabilitation that underlies the employment practices of the Ford Motor Co., he said:

> Most physical disabilities—even fairly serious ones—need have no important affect on a man's career. Whether a man surmounts his handicaps or succumbs to them depends, not so much on the severity of his handicap as it does on two other things—whether he has, first, the opportunity and, second, the desire to resume his customary activities and responsibilities.
>
> The basic goal of all placement procedures should be to give people the opportunity to make the most of their own particular abilities and the basic problem of all personnel management is to motivate people to make the most of their opportunities.

Montreal's First Conference on Aging

Keynote speaker speaks out strongly against "wasteful" practice of retiring capable workers at age 65, points to saving in pension costs when retirement occurs at 70. Deputy Minister of Welfare speaks on economic aspects of aging

G. Warfield Hobbs III, Past President of the National Council on Aging in the United States and keynote speaker at Montreal's First Conference on Aging last month, spoke out strongly against the "wasteful" practice of retiring capable workers at age 65.

Mr. Hobbs, in his keynote address outlined briefly the many complexities connected with an aging population. In his luncheon address to the conference delegates and the Rotary Club of Montreal he dealt with the employment and retirement of older workers.

He urged those concerned with employment to forget sentimentality in their approach to the problem of retirement and to use instead a practical, big business viewpoint. Mr. Hobbs pointed out that it would cost a company 40 per cent less to retire an able man at age 70 with a pension of $100 a month than it would to let him go at 65 with the same pension. At the same time, he stressed the need for a flexible policy that would enable incompetent employees to be retired much earlier.

Another important factor, he said, was that every time a capable worker retires or ceases producing, but continues consuming, it has an inflationary effect. There were fewer goods to be divided among more people. A country could not cut its production potential yet maintain a constant level of consumption without causing inflation.

Dr. Joseph W. Willard, Canada's Deputy Minister of Welfare, spoke on the economic and social aspects of aging. He described social security measures for the aging in Canada and in various other countries.

Increasing life expectancy was an important factor in the growing numbers of older people in our population, he said, citing as an example the fact that life expectancy at birth in 1931 was age 60 for males and age 62 for females. Only 25 years later, in 1956, these figures had risen to 67.6 years for males and 72.9 years for females.

In stressing the economic and social importance of the aging group in Canada today, Dr. Willard stated that in 1921 there were 420,600 persons aged 65 and over, or 4.8 per cent of Canada's population. By 1941, this figure had grown to 760,800, or 6.7 per cent of the population. By 1961 the number of citizens aged 65 and over had almost doubled again, to 1,391,000 or 7.7 per cent of the total population.

Prof. William S. Goulding, School of Architecture, University of Toronto, addressed the conference on "Living Accommodation for Older People." He said society must recognize that there were two groups of older people; these might be described as "older" and "oldest." In the older category he placed those from age 65 to 80. These people, he explained, were usually normal members of society, not disabled or different from other adult groups, and should be considered as such. The oldest group, those beyond 80, however, did need special consideration with regard to housing or other living accommodation.

The afternoon session was devoted to a panel discussion under the chairmanship of Dr. Gustave Gingras, President, Institute of Gerontology, University of Montreal. Panel members were: Charles Renaud, Director, Dept. of Social Welfare, City of Montreal; Sister Kateri, Little Sisters of the Assumption; Dr. E. David Sherman, Co-physician-in-chief, Maimonides Hospital and Home for the Aged; G. P. Reid, Montreal District Manager, National Employment Service; Richard Sarrazin, General Director of Social Work, St. Jean, Que.

The panel discussed the problems facing Montreal's aging population. The topics discussed included, employment of the older worker, medical aspects, living accommodations, and community needs and actions. It was the unanimous opinion of those present that the services of a special committee or commission at the municipal or provincial level were needed to co-ordinate existing services and to explore the need for new services.

The bilingual conference was sponsored jointly by the Montreal Rotary Club, Montreal Council of Social Agencies and the Institute of Gerontology, University of Montreal. The program committee, under the chairmanship of C. Wilf Eagle, consisted of: Miss Hazeldine S. Bishop, Charles T. E. Clegg, James J. McCully, Rev. André-M. Guillemette, Dr. Charles A. Roberts, Dr. Gustave Gingras and Lucien G. Michel. About 100 delegates attended, representing medicine, voluntary agencies, education, and municipal, provincial and federal governments.

Employment Conditions of African Women

ILO African Advisory Committee studies implications of changing conditions for employment opportunities and occupational preparation for women workers

Under the pressures of industrialization and other factors—political, economic, social and cultural—far-reaching changes have been occurring in the economic and social position of African women. Their contribution is becoming recognized as indispensable to the continuing development of their countries. The improvement of their status would have a direct effect on the future of Africa.

It had been decided, therefore, that the ILO tripartite committee of experts from 20 newly independent states should consider the implications of the changing situation for the employment opportunities, occupational preparation and legal and social protection of women workers.

Women's employment prospects vary with the degree of their education. Women with little or no formal education may be employed individually or together with their husbands in various sorts of undertakings, from large plantations to quite small farms, such as the cotton farms in Uganda and the cocoa farms on the Ivory Coast. Their work tends to be intermittent or seasonal, weeding or gathering a crop.

Many women living in the outskirts of towns have market gardens or raise poultry and sell their produce in the markets or from door to door. In the towns they may buy needles, cloth, cigarettes or sugar and sell them in very small quantities, making a slight profit. Some women market on a bigger scale, dealing in anything from food and hardware to cloth. Both in towns and in the country a few are skilled in "cottage" crafts, making articles in their homes and selling them in the markets, often through co-operatives.

Women with some degree of education formerly were either teachers or nurses. Today, however, there are women radio announcers and program assistants, X-ray operators, office workers of all kinds, dentists, pharmacists, social welfare workers, policewomen, air hostesses, laboratory technicians, journalists, agricultural officers, bus conductresses and telephonists. Some are in business on their own as independent farmers, owners of taxicabs, buses or shops. Growing numbers are hairdressers.

Among the university graduates are doctors, lawyers and magistrates, university teachers, and a few in high civil service posts. With the advancement of Africans to higher posts formerly filled by Europeans, new openings are available to men and women alike, and there are greater opportunities of advancement.

In many parts of Africa, however, it is still traditional that women should not take employment outside the home and should not work under any person other than a member of their own family.

It is public policy in several countries to encourage the advancement of women and help them to overcome traditional handicaps. Some members of the advisory committee urged caution with respect to the expansion of women's employment, however, lest it increase unemployment among men, with unfortunate results in the labour market and in family life. But there was strong counter opinion in favour of a long view based on a dynamic rather than a static concept of African development.

The Committee emphasized the need to deal with women workers' problems along with those of men; the problems are similar and must be dealt with within the same economic and social framework. At the same time, in Africa as elsewhere, women have special needs and problems arising from their vocation of maternity and their motherhood and home responsibilities. Maternity protection legislation already exists in most African countries, and attention was directed to the need for better child-care facilities, to make it easier for working women to combine home and work responsibilities without detriment either to the welfare of children or to family stability.

The need for hostels for young girls coming from rural areas to work in the towns and cities was acute. Because of the difficulties of young rural migrants in urban areas, especially when they lack skills and are unable to find work, several members urged measures to stabilize the position of the young people in rural areas by improving their earning opportunities. This could be achieved by setting up economically viable small industries and taking steps to improve living conditions.

The outstanding need of girls and women throughout Africa, however, is for more schooling. Prompt action is needed to expand opportunities of vocational training for them in accordance with manpower requirements.

TEAMWORK in INDUSTRY

Business at the Trent Cotton Company Limited, Trenton, Ont., has surpassed the peak attained by the firm during World War II. What makes this situation unique is the fact that the Canadian textile industry generally has been in a depressed condition for a number of years.

Union and company spokesmen who serve on the plant's Employee-Management Committee attribute this success to the consistent maintenance of product quality. The importance of this factor is steadily emphasized both within the committee and on the plant floor.

Plant manager Clifford Baker recommends a constant sharp lookout for any drop in quality. "In our experience, a careless minority of employees—perhaps 10 per cent of a staff—are responsible for 90 per cent of customer complaints," he explained. "They must be watched closely and coached carefully."

Mr. Baker considers the "open door" policy the only effective approach in the promotion of good labour-management relations, provided that it is introduced with sincerity. He says that if management is to enjoy a profitable liaison with employees, it must make itself accessible to union spokesmen and employee representatives who come seeking an audience.

On the subject of labour-management committees, his advice to industry is: "If you want results, put some meat into your meetings. Otherwise wash the thing out and forget it."

According to Mr. Baker, the company's 22-member Employee-Management Committee has matured in 12 years from a safety committee to the point where "we are free to discuss any subjects outside the collective bargaining agreement."

The 22-member EMC, a big committee for a plant staffed by 168 men and women, comprises the firm's total supervisory staff of six and 16 members of Local 974, Textile Workers Union of America (CLC). All phases of the manufacturing operation are represented on the committee.

September's meeting of the EMC ushered in a further stage in the committee's growth: For the first time the meeting was chaired by a union member, Jack Phillips, recording secretary of Local 974. Alternating chairmanship is to be the keynote from now on. Mr. Phillips, a plant mechanic with the firm, thinks that joint consultation has "great possibilities."

* * *

The abuse of tools and other plant equipment was condemned at a recent meeting of the Labour-Management Co-operation Committee, electrical distribution division, City of Saskatoon, Sask.

Characteristically, committee members take turns "chairing" the introduction and ensuing discussion of a selected topic at each meeting. In a brief talk, D. P. Crilly stated that many tools are damaged or ruined each year because people use them beyond their capacity or for jobs other than those for which they were designed. Knowing the proper tool for the job greatly increases efficiency by helping to avoid a good deal of maintenance, he observed. If tools are used improperly, there is a good chance that equipment will be damaged or an employee injured.

Union representatives serving on the LMCC are members of Local 319, International Brotherhood of Electrical Workers (CLC).

* * *

The war on waste declared two years ago by the Employee-Management Co-operation Committee of the Marathon Corporation of Canada, Ltd., Marathon, Ont., continues unabated.

Impact has been achieved throughout the campaign by the regular appearance of news bulletins and complementary displays calling attention to the latest example of how losses through waste are incurred. Running concurrently with the program, reminders by supervisors and on plant notice boards call continually for employee suggestions on how waste can be reduced, materials saved, and production methods improved.

Both management and union members serving on the EMCC agree that the displays are doing an effective job. Personnel supervisor Bob Blois declared there is "definite proof" that the campaign is reducing waste in plant operations and stimulating employee suggestions. Plant personnel serving on the committee are members of Peninsula Lodge, Local 548, International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operative Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during October. The Board issued six certificates designating bargaining agents, ordered one representation vote, and rejected two applications for certification. During the month the Board received seven applications for certification, one request under Section 61 (2) of the Act for review of an earlier decision, and allowed the withdrawal of one application for certification.

Applications for Certification Granted

1. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees in the programming and technical departments of Calgary Television Limited, Calgary, Alta. (CHCT-TV) (L.G., Oct., p. 1147).

2. Building Service Employees' International Union, Local 506, on behalf of a unit of building cleaners employed at the Halifax International Airport, Kelly Lake, N.S., by Capital Window Cleaners Ltd., Fredericton, N.B. (L.G., Sept., p. 1033).

3. Adby Employees' Association, on behalf of a unit of drivers and garage employees of Adby Construction and Transport Co. Ltd., Edmonton, Alta. (L.G., Oct., p. 1148).

4. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Twin City Broadcasting Company Limited, Kitchener, Ont., Radio Station CKKW (L.G., Oct., p. 1148).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of stevedoring and yard employees of Henry A. Rodgers Ltd., Bathurst, N.B., engaged in the loading and unloading of vessels at the Port of Bathurst, N.B. (L.G., Oct., p. 1148).

6. International Association of Bridge, Structural and Ornamental Iron Workers Local No. 720, on behalf of a unit of ironworkers employed in the Northwest Territories by the Mannix Co. Ltd., Calgary, Alta. (L.G., Oct., p. 1148).

Representation Vote Ordered

Truckers, Cartagemen, and Building Material Employees Local Union No. 362; General Drivers, Warehousemen and Helpers Local No. 979; General Truck Drivers Union Local No. 938; General Truck Drivers and Helpers Union Local No. 31, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Pacific Inland Express Ltd., Calgary, Alta., respondent, and A. Deeter, Jasper Szusz, *et al.*, interveners (L.G., June, p. 654) (Returning Officer: D. S. Tysoe). (See "Reasons for Judgment," below).

Applications for Certification Rejected

1. National Association of Broadcast Employees and Technicians, applicant, Transcanada Communications Limited, Regina, Sask., respondent, and Ian Johnson, William McEwen, *et al.*, interveners (L.G., Oct., p. 1147). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

2. National Association of Broadcast Employees and Technicians, applicant, and CHEK-TV Limited, Saanich, B.C., respondent (L.G., Oct., p. 1147). The application was rejected for the reason that the Board was not satisfied that the applicant had, as members in good standing, a majority of the employees in the proposed bargaining unit.

Applications for Certification Received

1. Seafarers' International Union of Canada, on behalf of a unit of unlicensed employees of Porter Shipping Limited, Toronto, Ont. (Investigating Officer: A. B. Whitfield).

2. Brotherhood of Locomotive Engineers, on behalf of a unit of locomotive engineers employed by Michigan Central Railroad Company, Canada Southern Division (New

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

York Central Railroad Company, lessee) (Investigating Officer: T. B. McRae).

3. National Harbours Board Police Association—Port of Saint John, on behalf of a unit of patrolmen employed by the National Harbours Board, Saint John, N.B. (Investigating Officer: H. R. Pettigrove).

4. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by Law Quarries Transportation Limited, Port Colborne, Ont. (Investigating Officer: R. L. Fournier).

5. International Longshoremen's and Warehousemen's Union, Local 509, Canadian Area, on behalf of a unit of checkers employed by Northland Terminals Co. Ltd., Vancouver, B.C. (Investigating Officer: G. H. Purvis).

6. Seafarers' International Union of Canada, on behalf of a unit of unlicensed employees of Kent Line Ltd. (Irving Oil Company), Saint John, N.B. (Investigating Officers: R. L. Fournier and H. R. Pettigrove).

7. Seafarers' International Union of Canada, on behalf of a unit of marine engineers employed by Kent Line Ltd. (Irving Oil Company), Saint John, N.B. (Investigating Officers: R. L. Fournier and H. R. Pettigrove).

Request for Review of Earlier Decision

Request for review of the certificate issued by the Board on June 23, 1958, affecting the International Association of Machinists, applicant, and TransAir Limited, St. James, Man., respondent (L.G. 1958, p. 880).

Application for Certification Withdrawn

Teamsters, Chauffeurs, Warehousemen and Helpers Local 91, General Truck Drivers' Local 938, and Teamsters, Chauffeurs, Warehousemen and Helpers Local Union 880, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and Tank Truck Transport Limited, Point Edward, Ont., respondent (L.G., Nov., p. 1283).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Reasons for Judgment

Application for Certification affecting

Truckers, Cartagemen and Building Material Employees Local Union 362; General Drivers, Warehousemen and Helpers Local 979; General Truck Drivers Union Local 938, General Truck Drivers and Helpers Union Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America — Applicants

Pacific Inland Express Ltd., Calgary — Respondent

A Deeter, Jasper Szusz, et al — Interveners

The Applicants apply to be certified as bargaining agent for a unit of employees described as consisting of all employees of the Respondent, including owner-drivers, except office and sales staff, those employed in truck maintenance at Vancouver, B.C., foremen and dispatchers and those excluded by the Act. Following the hearing, the applicants sought leave to amend the application to substitute General Truck Drivers and Helpers Union Local No. 31 for Line Drivers, Warehousemen, Pickup Men and Dockmen's Union Local 605, which had been one of the locals concerned in the application. The Board granted leave to such amendment of the application.

This unit might be more appropriately and exactly described as all employees of the Respondent classified as line driver; pickup and delivery driver; spare driver; dock warehouseman, including leased equipment operators classified as owner-driver; driver and spare driver, excluding road supervisor, branch managers, salesmen, dispatchers, office employees and dock foremen.

The Respondent is an interprovincial trucking undertaking engaged in hauling freight by road transport from Vancouver, B.C., to Toronto, Ont., via the States of Washington and Idaho in the U.S.A. and thence up into Canada again, and serving also major points in British Columbia, Alberta, Saskatchewan and Manitoba.

The Respondent owned and used in its trucking business as of the date of the Board hearing, 5 line haul tractors and 81 line haul trailers and all pickup trucks which it uses in its operations other than 2 leased city pickup trucks. In addition, the Respondent had obtained the use of 31 line haul drive tractors to haul its line haul trailers under agreements with each of the owners of these tractors.

At the date of the original application there were 160 persons in the proposed unit, including 25 owner-drivers and 40 other drivers of tractors that do not belong to the Respondent.

The Respondent's initial contention is that the application in which the four union locals have joined is not a joint application within the provisions of Section 7 (5) of the Industrial Relations and Disputes Investigation Act but is in effect four separate applications for certification by four unions. Section 7 (5) provides that two or more trade unions claiming to have as members in good standing a majority of employees in a unit that is appropriate for collective bargaining may join in an application for certification under the Section and the provisions of the Act relating to an application by one union and all matters arising therefrom apply in respect of the application and the unions as if it were an application by one union. The Board is of the opinion that the application is a joint application of the four unions and is properly made pursuant to the provisions of Section 7 (5) of the Act.

The principal problem in this case is the status of some 65 persons in the classifications of owner-driver and driver in the unit proposed by the Applicant. The Applicant contends these persons are employees of the Respondent. The Respondent takes issue with that contention. Counsel representing a number of owner-drivers supports the Respondent's position on this issue.

The problem arises out of the arrangements by which the Respondent obtains the use of the 31 tractors that do not belong to it for hauling its trailers over the road in the course of its business.

In respect of each of such tractors there is an agreement following a standard form between the Respondent and a person therein described as "the owner" under which:

The Board consisted of A. H. Brown, Vice-Chairman and Acting Chairman, and E. R. Complin, J. A. D'Aoust, A. J. Hills, Donald MacDonald and A. C. Ross, members.

The judgment of the Board was delivered by the Vice-Chairman and Acting Chairman.

(a) a tractor belonging to the owner is assigned to the Respondent's use,

(b) the owner has the option to work as a driver of the tractor and in most cases does so, and

(c) the owner agrees to take certain steps in connection with the arrangements for other drivers for the tractor in addition to, or in substitution for, the owner.

There are 25 such owners, ordinarily referred to as "owner-drivers" and there are 40 other drivers employed under these agreements

The first question to be decided is whether the owner-drivers are employees of the Respondent, and the second question is whether the other drivers are employees of the Respondent. A preliminary question, the answer to which may assist in solving these two questions, is whether the tractor is leased by the owner to the Respondent or whether the owner retains possession and control for the purpose of carrying out an independent contract to perform certain work for the Respondent.

Before referring to the terms of the agreement, it is relevant to say that the status of the tractor or the owner or other driver turns on the meaning of the agreement, and that what the agreement says explicitly as to the status created is only relevant insofar as it helps determine the meaning of the agreement. See *The King* v. *City of Montreal and Montreal Locomotive Works Ltd.* (1945) S.C.R. 621 per Rinfret C.J.C. at p. 631: (affirmed by P.C.)

The decision turns on the meaning of the two agreements. Throughout, the Company is described as the agent of the Crown. Of course, it is not claimed that the use of the word is absolutely decisive, but it is at least an indication of the intention of the parties, and it is that intention, gathered from the words used, that determines the nature of the contracts.

The preliminary question to be decided is whether, according to the terms of the agreement, the owner has parted with possession and control of his tractor to the Respondent for the period of the agreement (i.e., leased the tract to the Respondent). or whether he has retained possession and control of the tractor to perform a number of specific jobs for the Respondent during the period of the agreement. In considering this question, it is not conclusive to say that "The owner is an independent contractor under this contract and is not an employee of the Company." The question must be answered by reference to what the agreement actually provides about the tractor.

We find that the agreement says that:

(1) The Company engages the owner to supply
   (a) "the hauling services . . . herein provided"
   (b) "the drivers herein provided" and
   (c) "The equipment set out in Schedule 'A'" (i.e., the tractor).

(2) The owner shall haul for the Company such trailers as the Company may direct.

(3) The Company shall pay to the owner "as full compensation for the hauling services" sums set out in Schedule "B".

(4) The Company shall obtain all operating licenses and authorities which shall remain the sole property of the Company.

(5) The tractor must be stored at the Company terminal, etc., when not engaged (i.e., when not in operation under the agreement).

If the controlling words are those that say the owner is to supply "hauling services," the words that say that the owner is to supply "drivers" and "equipment" are inconsistent because, if the owner is supplying "hauling services," he must have the drivers and equipment available so that he can supply these services. The agreement cannot, therefore, mean both that the owner is to supply "hauling services" and that he is to supply the drivers and the equipment. It can only mean that he is to supply one thing or the other. One meaning must yield to the other. The question is which.

So far as the equipment is concerned, there does not seem to be any room for doubt that, under the terms of the agreement, there are all the *indicia* of a hiring and none of the contract for "work and labour." The agreement requires that the tractor be kept at all times either hauling the Respondent's tractors or in the Respondent's establishments. The owner has no right to use the tractor for any purpose outside the agreement purposes at any time during the contract period. Even more definite in pointing to a hiring is the provision that all operating licences and authorities are to be obtained in the name of the Respondent. It must be assumed that the parties are not contracting to break the law if what the agreement says can be interpreted as providing for a legal objective. The Respondent can only lawfully obtain licences to operate public freight vehicles that it has the right to operate, and certainly the owner cannot lawfully operate such a vehicle if he has not the authority required by law to operate it. There does not seem

to be any doubt that the agreement contemplates possession of the tractor passing to the Respondent for the duration of the agreement and that it will be operated by the Respondent in the course of its trucking business.

Once it is established that the Respondent, and not the owner, is operating the tractor, the answer to the question whether the driver (either owner-driver or other driver) is an employee of the Respondent or an independent contractor or employee of some other person seems reasonably clear. The further provisions of the agreement particularly relevant to this question are:

6. DRIVERS

(1) *Qualifications:*

The equipment shall be driven only by drivers who are members of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, who have been approved by the Company and who have passed all medical and driving proficiency exams required by the Company, but nothing herein contained shall be construed as an acknowledgment by the Company that the union named or any union is an authorized bargaining agent for the Owner or the employees of the Owner.

(2) *Owner-driver:*

An individual owner who drives, and, where the Owner is a body corporate, an individual who controls the Owner corporation and who drives, shall be deemed to be an Owner-driver.

(3) *Drivers:*

An owner-driver who meets all Company requirements will not hold seniority but may at his option drive his own unit. Any other driver may be selected by the Owner from the Company seniority board but, if the Owner fails to select a driver as herein provided, the Company may select a driver on behalf of the Owner.

(4) *Drivers are Owner's Employees:*

Each driver of the equipment other than an individual owner-driver, whether selected by the Owner or the Company, shall be the servant of the Owner and shall be employed by the Owner and no driver so employed shall be deemed to be the servant of the Company. The Owner shall provide to the Company a written payroll schedule upon the execution hereof and from time to time as and when varied setting put the rates of payments and deductions to be made by the Company on behalf of the Owner with respect to the Owner's employees.

(5) *Disqualification:*

No driver, including an owner-driver, shall be permitted to operate the equipment after notice has been given by the Company to the Owner of his disqualification.

(6) *Reinstatement:*

An owner-driver or an employee of an Owner who has been disqualified as a driver may at any time 90 days or more after disqualification, and while this agreement is still in force, apply to the Company for reinstatement, and if re-approved as a driver by the Company, may resume his position as a driver of the equipment.

7. RULES AND REGULATIONS

(1) *To comply with instructions:*

The Owner shall, and shall cause drivers employed by the Owner to, abide by and comply with the instructions, orders and regulations issued by the Company from time to time with respect to the use and operation of the equipment and with respect to the delivery of any goods or cargo and in particular, and without restricting the generality hereof, to comply with the driver's orders from time to time issued by the Company, and in the event of default, the Owner shall pay the penalties herein provided, which shall be a debt due to the Company from the Owner, and which penalties the Owner expressly authorizes the Company to deduct from the balance of the Owner's credit.

(2) *Penalties:*

The following penalty items will be imposed for violations of good operating efficiency:

(a) Cleanliness of unit unsatisfactory: $25.00.
(b) Appearance of driver unsatisfactory: $25.00.
(c) Failure to properly fill out ICC logs: $25.00.
(d) Each report by motorists of discourteous driver's behaviour: $25.00.
(e) Failure to perform any requirement outlined in Company driver's manual: $25.00.
(f) Failure to report for dispatch within two hours when called: $25.00.
(g) Failure to properly secure freight: $125.00.
(h) Failure to report accident: $125.00.
(i) Delay of freight over normal operating hours; for causes other than excusable mechanical failure and proven sickness: a rate of $25.00 per hour.
(j) Unsafe operation of equipment, speeding, carelessness as observed by provincial, state, county, municipal police, or company officials: dismissal of driver or, at the option of the Company's safety supervisor, 2 trips off.
(k) Unsatisfactory mechanical condition resulting from improper care: trips off until passed by Company's transportation department maintenance inspection.
(l) Damage due to negligence, to Company-owned equipment or property: full amount of repair or deductible insurance.
(m) Unsatisfactory credit report on Owner: cancellation of contract or trips off until credit is satisfactory.

In so far as the owner is concerned, leaving aside the express and repeated statements in the agreement that he is an independent contractor and not an employee, the provisions of the agreement do not support that conclusion. The Respondent has not "contracted out" the movement of its trailers from one place to another in the course of its business. It has hired the tractors and operates them in the course of its business. In no respect does there exist any difference between the physical

operations of the owner-driver under the agreement and any ordinary driver employed by a carrier as an employee.

Do, then, the very complicated provisions about payment for tractor and driver compel one to a different conclusion? The answer seems clear that such provisions are consistent with an agreement whereby an owner gets paid in an amount determined by a complicated formula for:

(a) his services as an employee, and

(b) the rent of his tractor.

Superficially, there might be a strong case for coming to the conclusion that the other drivers are not employees of the Respondent, but employees of the owner. Here again, however, where the attempt made by the agreement to categorize the relationship is put aside, on the basis of the Montreal Locomotive Works case, quotation above, and when it is accepted that the owner is an employee of the Respondent when he selects the other driver and makes his arrangement with him, the conclusion that the other driver is the employee of the Respondent seems to be the correct one. In other words the owner-driver is acting as agent for the Respondent and not for himself when he employs the other driver.

While in theory it is quite possible for the Respondent to arrange for the hauling of its tractors by independent contractors, the difficulties of doing so in carrying on a widespread integrated interprovincial road transportation operation are apparent.

The arrangements and general scheme of operation here are substantially the same in principle as those considered by the Board in its judgment in the case of Line Drivers, Warehousemen, Pickup Men and Dockmen's Union Local 605, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and Gill Interprovincial Lines Ltd. dated March 1, 1962 (L.G., May, p. 531). The evidence supporting the implementation of the arrangements contained in the agreements between the Company and the Owner-drivers was less substantial and positive in that case than here.

Based upon the report of the Board's investigating officer following upon his check of the payroll records of the Respondent and the union records of the unions joining in the original application for certification and the consideration of the information provided at the hearing, the Board finds that at the date of the original application the number of persons in the bargaining unit proposed by the Applicants and their membership status in the unions who joined in the original application was as follows:

	Employed on Leased Tractors		Other Employees	Total
	Owner-drivers	Drivers		
Number in proposed bargaining unit	25	40	95	160
Members in good standing	11	30	54	95

The Respondent submits that in event the Board holds that the owner-drivers are employees of the Respondent they should be placed in a separate bargaining unit under Section 8 of the Industrial Relations and Disputes Investigation Act.

The Board does not consider that the provisions of this section for the recognition of craft groups as separate appropriate bargaining units are applicable to the owner-driver group as this is not a craft group. Nevertheless the Board is of the opinion that the interests of the owner-driver group are sufficiently distinguishable and differentiated from those of other drivers employed by the Respondent as to warrant the Board's finding the owner-drivers to be an appropriate separate bargaining unit and the Board so determines in this instance.

Of the 25 employees in this owner-driver unit only 11 were members in good standing of applicant unions at the date of the application. The application for certification of the Applicants as bargaining agent for owner-drivers is accordingly rejected.

The Board does find that a bargaining unit consisting of all employees of the Respondent classified as line driver, pickup and delivery driver, spare driver, dock warehouseman, including leased equipment operators classified as driver and spare driver but not owner-driver, and excluding the road supervisor, branch managers, salesmen, dispatchers, office employees and dock foremen, to be an appropriate bargaining unit.

The Board is of opinion that in view of all circumstances relating to this application,

a vote of the employees in the bargaining unit should be taken under the direction of the Chief Executive Officer and so orders.

(*Sgd.*) A. H. BROWN,
Vice-Chairman and Acting Chairman, for the Board.

DISSENTING OPINIONS

I dissent for the reason that I consider the owner-drivers to be independent contractors.

(*Sgd.*) A. C. ROSS,
Member.

We would have been prepared to certify the applicants without a vote.

(*Sgd.*) DONALD MACDONALD,
Member.

J. A. D'AOUST,
Member.

Dated at Ottawa, October 3, 1962.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During October, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian National Hotels, Limited (Chateau Laurier Hotel, Ottawa) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: T. B. McRae).

2. Faraday Uranium Mines Limited, Bancroft, Ont., and Local 1006 of the International Union of Mine, Mill and Smelter Workers (Conciliation Officer: T. B. McRae).

3. The Vancouver Hotel Company, Limited (Hotel Vancouver) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie).

4. Hill The Mover (Canada) Limited, Ottawa and Toronto Terminals, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

Settlements Reported by Conciliation Officers

1. Canadian National Hotels, Limited (Macdonald Hotel, Edmonton) and Local 857 of the International Union of Operating Engineers (Conciliation Officer: G. R. Currie) (L.G., Nov., p. 1283).

2. National Harbours Board, Montreal, Que. (General Forces, Grain Elevators, and Cold Storage Warehouse) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: C. E. Poirier) (L.G., Nov., p. 1283).

3. Toronto, Hamilton and Buffalo Railway Company, Hamilton, Ont., and the Brotherhood of Locomotive Firemen and Enginemen (Conciliation Officer: F. J. Ainsborough) (L.G., Sept., p. 1034).

4. Burrard Inlet Tunnel & Bridge Company, North Vancouver, B.C., and Building Service Employees' International Union, Local 244 (Conciliation Officer: D. S. Tysoe) (L.G., Sept., p. 1034).

Conciliation Boards Appointed

1. Pacific Western Airlines Limited, Vancouver, B.C., and Pacific Western Airlines Traffic Employees Association (L.G., Sept., p. 1034).

2. Pacific Western Airlines Limited, Vancouver, B.C., and Canadian Air Line Flight Attendants' Association (L.G., Oct., p. 1149).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in October to deal with a dispute between Pacific Western Airlines Limited, Vancouver, B.C., and Pacific Western Airlines Traffic Employees Association (see above) was fully constituted in October with the appointment of W. E. Philpott, LL.B., of Vancouver, B.C., as Chairman. Mr. Philpott was appointed by the Minister on the joint recommendation of the other two members of the Board, J. G. Gould and John Drew, both of Vancouver, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in October to deal with a dispute between Pacific Western Airlines Limited, Vancouver, B.C., and Canadian Air Line Flight Attendants' Association (see above) was fully constituted in October with the appointment of W. E. Philpott, LL.B., of Vancouver, B.C., as Chairman. Mr. Philpott was appointed by the Minister on the joint recommendation of the other two members of the Board, J. G. Gould and John Drew, both of Vancouver, who were

(*Continued on page 1415*)

LABOUR LAW

Legal Decisions Affecting Labour

Saskatchewan Court of Appeal in one decision quashes Labour Relations Board's finding of unfair labour practice, and in two others upholds Board's orders

In Saskatchewan, the Court of Appeal, quashing the Saskatchewan Labour Relations Board's finding of an unfair labour practice by an employer, held that under the Saskatchewan Trade Union Act the Board could not hold as valid an arrangement for payment of a bonus to employees if such arrangement was not specifically stated in the written collective agreement actually binding the parties concerned; therefore a decision by the employer not to pay the bonus was not a failure to bargain.

In another decision the Court of Appeal upheld the Board's finding of an unfair labour practice when a company refused to bargain collectively, claiming that the union did not represent a majority of employees in a bargaining unit. The Court found that the union in question was duly certified as a bargaining agent and the certification order was valid and subsisting at the time of the company's refusal to bargain.

In a third case, when a school board challenged the validity of a certification order on the ground that the Board acted without jurisdiction when it included in a bargaining unit bus drivers and school caretakers, the Court upheld the Board's order and ruled that, under the Act, the power to determine who are employees within the meaning of the Act was exclusively within the Board's jurisdiction and not open to judicial review.

Saskatchewan Court of Appeal...

...quashes Labour Relations Board's order that found company engaging in unfair labour practice

On June 6, 1962, the Saskatchewan Court of Appeal, in *certiorari* proceedings, quashed an order of the Saskatchewan Labour Relations Board in which the Board found that a company had been engaging in an unfair labour practice in that it had refused to bargain collectively as required by the Trade Union Act.

Local No. 330 of the Tunnel, Rock and General Laborers' Union was a duly certified bargaining agent of the employees of Gunnar Mines Limited. On August 26, 1956, the local and the company entered into a collective agreement effective on September 1, 1956, which was to continue for a period of three years until August 31, 1959. This agreement was supplemented by two letters (August 27, 1956 and August 21, 1958) that provided during the life of the agreement for a payment of a bonus of $100 to employees who would complete satisfactorily and continuously 300 days worked. The letters dealt also with the way the days worked were to be computed.

On September 1, 1959, a new collective agreement was entered into between the union and the company, effective as of that date and to continue in full force until December 31, 1961.

Later the union alleged that during the negotiations for a new agreement it was agreed between the parties that the provisions of the previous agreement, including the two letters, would continue except for specific amendments thereto, but without altering the undertaking contained in the letters. Further, the union alleged that, after September 1, 1959, the company refused to carry out the undertaking contained in the letters and thus unilaterally altered the terms of employment and working conditions and thereby failed or refused to bargain collectively.

After considering these allegations, the Labour Relations Board, in an order issued on June 30, 1961, found that the terms, conditions and method of calculation of "work days" set forth in the two letters were intended to be incorporated into the revised collective agreement of September 1, 1959. Also, the Board held that the company, in refusing to abide by and give effect to the undertaking contained in these letters, unilaterally altered the method of computation of "days worked" and thereby engaged

This section, prepared by the Legislative Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

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in an unfair labour practice within Section 8 (1) (c) of the Act. That Section reads:

> 8 (1) It shall be an unfair labour practice for any employer or employer's agent:
> .....
> (c) to fail or refuse to bargain collectively with representatives elected or appointed (not necessarily being the employees of the employer) by a trade union representing the majority of the employees in an appropriate unit.

In its application to the Court the company contended that the Board's order should be quashed because of an error in law apparent on the face of the record. This contention was based upon the submission that, under the Trade Union Act, the Board has no jurisdiction to interpret a collective bargaining agreement or to alter or amend such an agreement by adding terms thereto.

Mr. Justice Culliton, who rendered the judgment of the Court of Appeal, noted that, by the terms of the Act, a collective agreement must be in writing. In the situation under review, a new bargaining agreement was made on September 1, 1959. This agreement admittedly was in writing as required by the Act.

It did not contain, however, any reference to the two letters in question. In Mr. Culliton's opinion, these letters, by their very terms, related only to the agreement that had expired and had been superseded by the new agreement. In order to find an unfair labour practice for failure to bargain collectively, the Board had, on its finding that it was intended by the parties that the letters were to be incorporated into and constitute a part of the agreement, altered, amended or rectified the collective bargaining agreement by incorporating therein the two letters.

Further, Mr. Justice Culliton noted that the powers of the Board are defined in the Trade Union Act. Under the Act, the Board has no power to amend, alter or rectify a collective agreement and, when it did so in the case at bar, it exercised a jurisdiction it did not possess.

The Court quashed the Board's order on the ground of an error apparent on the face of the record. *Re Trade Union Act; Gunnar Mines Limited and Irwin v. Tunnel, Rock and General Laborers' Local Union 330*, (1962), 39 W.W.R., Part 5, p. 287.

Saskatchewan Court of Appeal...

...upholds Labour Relations Board's findings of unfair labour practice on part of an employer

On June 6, 1962, the Saskatchewan Court of Appeal, in *certiorari* proceedings, dismissed an application made by the Army and Navy Department Store Ltd. to quash the Labour Relations Board's order whereby the Board found that the company had been engaging in the unfair labour practice of failing to bargain collectively with the duly certified bargaining agent for the company's employees.

On December 14, 1960, the Labour Relations Board issued a certification order in which it ordered that all employees of the Army and Navy Department Store Ltd., with certain exceptions, constituted an appropriate unit of employees for the purpose of collective bargaining; that the Retail, Wholesale and Department Store Union represented a majority of employees in the appropriate unit; and that the company should bargain collectively with the representatives of the union in question.

In September 1961 the company advised the union that it refused to bargain collectively because the union did not represent the majority of employees in the appropriate unit. On October 24, 1961, the union applied to the Board for an order determining whether the company had been engaging in an unfair labour practice within the meaning of Section 8 (1) (c) of the Trade Union Act [see case above].

On February 22, 1962, the Board made an order in which it held that the company did refuse to bargain collectively with the union which was duly certified as a bargaining agent and thus it had been engaging in an unfair labour practice within the meaning of Section 8 (1) (c) of the Act. The Board ordered the company to refrain from engaging in such unfair labour practice.

The company applied to the Court to quash the Board's order of February 22, alleging that the Board was without jurisdiction to make the said order because the Board had no evidence to prove or show that the union at the material time represented a majority of the employees in question; and further, the company claimed, the Board did not find or determine that the union represented a majority of the employees in an appropriate unit and therefore was without and/or declined jurisdiction.

Further, the company contended that, as the words of Section 8 (1) (c) of the Act are precise and unambiguous, it was incumbent upon the Board to inquire into whether the union, in fact, represented a majority of the employees in the appropriate unit and only upon finding, after such inquiry, that it did so, had the Board jurisdiction to make the order of February 22. Such an inquiry and finding, the company argued, was a condition precedent to the

Board's jurisdiction to make the order complained of and the failure to do so was fatal to its jurisdiction.

Mr. Justice Culliton, who rendered the judgment of the Court of Appeal, could not see that either the interpretation or the application of Section 8 (1) (c) of the Act posed any problem in the case at bar. He noted that it was admitted that the certification order of the Board, dated December 14, 1960, was valid and subsisting at the time the company refused to bargain collectively with the representatives of the union in question.

In Mr. Justice Culliton's opinion, that order constituted a determination by the Board, under the provisions of the Trade Union Act, that the employees of the company constituted an appropriate unit of employees for the purpose of bargaining collectively and that the union in question represented a majority of such employees. As long as that order was valid and subsisting, the status of the union as representing a majority of employees in the appropriate unit for the purpose of bargaining collectively could not be in question, Mr. Justice Culliton added.

Section 8 (1) (c) provides that it shall be an unfair labour practice for an employer to refuse to bargain collectively with the representatives elected or appointed by a trade union representing the majority of employees in an appropriate unit. The finding by the Board that the certification order was in effect was conclusive of the fact that the union in question represented a majority of the employees of the appropriate unit.

That finding, in Mr. Justice Culliton's opinion, satisfied the requirements of Section 8 (1) (c) as to the status of the union and no further inquiry was necessary. To interpret Section 8 (1) (c) in complete disregard of the certification order would render such an order virtually meaningless and would deny the very intent and purpose of the legislation.

Moreover, Mr. Justice Culliton added, to accede to the company's submission would allow an order of the Board to be attacked in collateral proceedings and this the law, as a general rule, does not permit.

The Court dismissed the company's application and upheld the validity of the Board's finding of the company's unfair labour practice. *Re Trade Union Act; Army & Navy Department Store Ltd.* v. *Retail, Wholesale and Department Store Union,* (1962), 39 W.W.R., Part 5, p. 311.

Saskatchewan Court of Appeal...

...holds that Labour Relations Board's right to determine who are employees is not open to review

On June 6, 1962, the Saskatchewan Court of Appeal, in *certiorari* proceedings, dismissed an application made by the Board of Prince Albert School Unit No. 56 to quash an order of the Labour Relations Board certifying a union as bargaining agent for a unit of employees, including school bus drivers and school caretakers. The Court held that, under Section 5 of the Saskatchewan Trade Union Act, the power of the Board to determine who are employees within the meaning of the Act was a matter exclusively within the Board's jurisdiction and not open to judicial review.

On January 30, 1961, the Saskatchewan Labour Relations Board made an order to the effect that all bus drivers, school caretakers, school and bus maintenance employees and office employees, except the Secretary-Treasurer, employed by the Board of Prince Albert School Unit No. 56 constituted an appropriate unit of employees for the purpose of bargaining collectively; that the National Union of Public Employees, Local Union No. 832, represented a majority of the employees in the appropriate unit of employees; and that the Board of Prince Albert School Unit No. 56 should bargain collectively with the duly appointed or elected representatives of Local No. 832.

The school board applied to the Court to quash the order on the ground that the Board, in making the order, was without jurisdiction by virtue of including in the said order bus drivers and school caretakers who were not employees within the ambit of the Trade Union Act. In support of the application, the school board filed the contracts made by the school board with individual bus drivers and caretakers.

Counsel for the school board contended that the Court had the right to accept and consider such evidence, as a determination of the status of such personnel was a matter extraneous to the Board's jurisdiction, but one upon which the Board's jurisdiction was dependent. Further, it was argued that the Board erred in finding the bus drivers and caretakers to be employees and that the Board should have held that they were independent contractors.

Counsel for the union and the Labour Relations Board contended that the determination of whether bus drivers and caretakers were employees within the provisions of the Trade Union Act was a matter exclusively within the Board's jurisdiction and therefore its finding was not open to review in *certiorari* proceedings. Counsel further contended that the Court was not

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entitled to look at the evidence to determine whether the Board had erred in its conclusion.

Mr. Justice Culliton, who rendered the judgment of the Court, referred to Section 17 of the Trade Union Act, which reads as follows:

S. 17. There shall be no appeal from an order or decision of the board under this Act, and the board shall have full power to determine any question of fact necessary to its jurisdiction, and its proceedings, orders and decisions shall not be reviewable by any court of law or by any *certiorari, mandamus,* prohibition, injunction or other proceedings whatever.

In the recent case of *Tag's Plumbing and Heating Ltd.* v. *Rock, Tunnel and Potash Union, Local No. 877* (L.G., Nov., p. 0000), Mr. Justice Culliton added, the Court reviewed the effect to be given to the privative clause and held that, in the disposition of issues within the Board's jurisdiction, its decisions are not open to judicial review, including *certiorari,* even if there was error in fact or law; that, to be subject to judicial review by way of *certiorari,* there would have to be error apparent on the face of the record, or error in the disposition of a matter extrinsic or collateral to its jurisdiction upon which the Board's jurisdiction was dependent.

According to Mr. Justice Culliton, the primary question before the Court was whether the determination of the status of the bus drivers and caretakers was a matter exclusively within the Board's jurisdiction.

Under Section 5 of the Trade Union Act, the Board has the power to make orders. The pertinent portions of Section 5 are as follows:

S. 5. The board shall have power to make orders:

(a) determining whether the appropriate unit of employees for the purposes of bargaining collectively shall be an employer unit, craft unit, plant unit or a subdivision thereof or some other unit,

(b) determining what trade union, if any, represents a majority of employees in an appropriate unit of employees,

(c) requiring an employer to bargain collectively.

In Mr. Justice Culliton's opinion, it is apparent from this section that the Board could not exercise the powers therein granted unless it has a right to determine who are employees. Such a right, Mr. Justice Culliton added, is implicit in the section and clearly within the Board's jurisdiction. That being so, the finding of the Board in the case at bar was not open to judicial review.

The Court dismissed the application and upheld the Labour Relations Board's order. *Re Trade Union Act and Crown Practice Rules*: *Prince Albert School Unit No. 56* v. *National Union of Public Employees' Local No. 832,* (1962), 39 W.W.R., Part 5, p. 314.

Recent Regulations under Provincial Legislation

Alberta increases minimum wages of taxicab drivers, female telephone operators in small exchanges, students working part time, and of cooks in lumber camps

In Alberta, two new orders of the Board of Industrial Relations increased minimum rates by 10 cents an hour, to set a minimum of 85 cents an hour for taxicab drivers and of 75 cents for cooks in camps. Another new order set a minimum of $26 a week for female telephone operators in small exchanges who work 40 or more hours a week. An order for students working part time set an hourly minimum of 55 cents for students under 17 years and of 65 cents for those over 17.

The special orders for the geophysical exploration, land surveying and oil well service industries and the exemption order for insurance agents and securities salesmen were re-issued with a few minor changes.

A revised hours of work order for the automotive repair and gasoline service industry approved longer summer hours for garage mechanics and service station employees in the three national parks.

Another new Alberta order declared baking and the trade of an appliance serviceman apprenticeable trades.

Other new regulations dealt with employment agencies in Ontario and vacation pay of commission salesmen in Quebec.

Alberta Apprenticeship Act

In Alberta, the trade of an appliance serviceman and the trade of baking were added to the list of apprenticeable trades by Alta. Reg. 526/62 gazetted September 29.

Alberta Labour Act

Four new orders issued by the Alberta Board of Industrial Relations increased the minimum wages of taxicab drivers, female telephone operators in small exchanges, students working part time, and cooks in work camps.

The orders fixing special hours and overtime provisions for employees in the geophysical exploration, land surveying and oil-well service industries, and the exemption order for insurance agents and securities salesmen were re-issued with a few minor changes.

Another new order approved longer summer hours for garage mechanics and service station employees in the three national parks, replacing a 1948 order with a more limited coverage.

The nine new orders were gazetted September 29 and all went into force on November 1 except the exemption order for insurance agents and securities salesmen, which took effect from the date of publication.

Taxicab Industry (Alta. Reg. 535/62)

The revised order for the taxicab industry increased the minimum wage of taxicab drivers from 75 to 85 cents an hour. The minimum for drivers who are employed for less than four consecutive hours in any period is now $3.40 instead of $3.

Taxicab drivers are again permitted to work up to 10 hours in a day and 60 hours in a week on a straight-time basis. As before, one and one-half the regular rate must be paid for all hours worked beyond the prescribed limits.

In line with former practices, the revised order again permits taxicab drivers to work a 12-hour shift. Working hours of most other employees must be confined, in places with a population of over 5,000, to a 10-hour period following commencement of work; in smaller centres, to a 12-hour period.

Female Telephone Operators in Small Exchanges (Alta. Reg. 527/62)

Under the new order for female telephone operators in exchanges serving fewer than 100 lines, the minimum rate is now $26 a week for operators who normally work 40 hours a week and 65 cents an hour for those with a shorter work week. The previous minima were $20 a week and 50 cents an hour.

Part-time operators employed less than two consecutive hours must, as before, receive a minimum of two hours pay.

The overtime rate is the same as before, one and one-half times the ordinary rate. In exchanges where operators are customarily on duty between 10 p.m. and 8 a.m. and are provided with sleeping accommodation, ten hours on duty will again be considered the equivalent of eight hours of work.

As formerly, an employer may not reduce the wages of an operator who normally works 40 or more hours a week below the prescribed weekly minimum by making a deduction for time not worked on a statutory holiday if the telephone exchange is not open for business or if hours are curtailed on that day.

Students Employed Part Time (Alta. Reg. 528/62)

The new order for students employed on a part-time basis replaced a 1949 order that set a minimum of 30 cents an hour for full-time messengers and delivery boys 17 to 18 years of age, of 50 cents for students over 17 employed part time, and lower rates for employees under 17.

The new order sets a minimum wage of 55 cents an hour for students under 17 years of age and of 65 cents for those over 17 years. As before, students who work less than two consecutive hours in any period of employment must receive at least two hours pay.

Persons engaged in full-time messenger and delivery work now come under the two general minimum wage orders. This means that in places with a population of over 5,000, full-time messengers and delivery boys who work 40 or more hours a week must be paid at least $26 a week if under 18 years of age, $30 if between 18 and 19 years of age and $34 if over 19 years. In the smaller centres, the corresponding minimum rates are $22, $26 and $30.

In the larger centres, messengers and delivery boys who are not students and who work less than 40 hours a week must be paid an hourly minimum of 65 cents, 75 cents or 85 cents, depending on the age group. In the rest of the province, the hourly minima are 10 cents less than those in the larger centres.

Cooks in Camps (Alta. Reg. 531/62)

The coverage of the special minimum wage and hours of work order for camps is unchanged. As formerly, it applies to cooks, cookees, bull cooks, flunkies, barn bosses and night watchmen in the lumber industry, in logging and tie camps, highway construction camps and day labourers' camps operating in rural districts more than 10 miles from any city or in towns or villages with fewer than 1,000 inhabitants.

The minimum wage payable to these employees has been increased from 65 cents to 75 cents an hour.

As before, employees in camps are permitted to work beyond the statutory limits, subject to certain conditions. They may work up to 10 hours in a day and up to

208 hours in a working month at straight-time rates. One and one-half the regular rate must be paid for time worked in excess of 10 in the day or 208 in a working month, whichever is greater.

There has been no change in the amounts that may be deducted from the minimum wage for board and lodging. The maximum weekly charge for board remains $4.50 for 21 meals and $4 for 18 meals. As before, an employer is forbidden to charge for meals not consumed. The maximum that an employer may charge an employee for a single meal is 25 cents. An employer must not charge more than $1.50 for a full weeks lodging or more than 25 cents per day for shorter periods.

Employees in camps are again permitted to accumulate rest days over a period of four months.

Geophysical Exploration Industry (Alta. Reg. 529/62)

The geophysical exploration industry order, as before, grants field employees in the geophysical exploration industry a conditional exemption from the hours of work provisions of the Act and from the overtime requirements of the general minimum wage order applicable to the smaller centres of the province.

It permits field employees in the geophysical exploration industry to work up to 208 hours in a working month at straight-time rates but requires the payment of time and one-half the regular rate for all hours worked in excess of 208 in a month.

In the first and last month of his employment an employee who has not worked 208 hours must be paid one and one-half his regular wages for all hours worked in excess of 9 in a day or 48 in a week, whichever is the greater amount.

As formerly, the order requires every employee to be given one day of rest for each period of six consecutive days of work, which may be accumulated up to a maximum of four days in every 24-hour period. Any accumulated days are to be consecutive and must be given immediately following the period of work for which they are allowed and at a time acceptable to both the employer and the employee.

The only employees excluded from the revised order are party chiefs, party managers and first computers. There are no limitations on the hours of these employees nor are they entitled to overtime. The previous order also exempted second computers and supervisory employees in charge of survey, drilling, recording and shooting parties.

Oil-Well Service Industry (Alta. Reg. 534/62)

The revised order for the oil-well service industry permits field employees to work up to 208 hours in a working month at straight-time rates and sets out overtime and weekly rest requirements similar to those in the geophysical exploration industry order described above.

The new order differs from the former order in that it does not exempt employees engaged in directional drilling, diamond coring, directional surveys, drill stem testing, fishing or mud sales and engineering. Previously, there were no restrictions on the hours of these employees and employers were not obliged to pay them overtime.

Land Surveying Industry (Alta. Reg. 532/62)

The revised order for the land surveying industry contains the same hours and overtime provisions as the former order but its coverage has been amended to bring it into line with that of the general minimum wage order for the smaller places. The order now applies to field employees in the land surveying industry in all parts of the province except places with a population of over 5,000. The former order applied outside the boundaries of Edmonton, Calgary, Lethbridge and Medicine Hat.

As has been indicated, the hours and overtime provisions are unchanged. Field employees in the land surveying industry are again permitted to work up to 208 hours in a month on a straight-time basis but must be paid one and one-half times the regular rate for time worked in excess of the monthly limit and for time worked on a rest-day. The premium rate is also payable after 48 hours in a week in the first and final months of employment.

As before, party chiefs and assistant party chiefs are exempted from the hours provisions of the Act and the overtime requirements of the general order applicable to smaller places, as well as from this order. This means that employers are not obliged to pay them overtime nor are they required to record the hours worked by these employees.

Insurance Agents and Securities Salesmen (Alta. Reg. 533/62)

The revised order for insurance agents and securities salesmen exempts the following classes of employees from the hours, weekly rest, minimum wage and overtime provisions of the Alberta Labour Act and from the provisions of orders issued under the Act: persons holding a certificate under

the Alberta Insurance Act permitting them to engage in the insurance business; adjusters employed by the Alberta Hail Insurance Board; licensed real estate salesmen; salesmen registered under the Securities Act; and salesmen registered under the Investment Contracts Act. All but the last group were listed in the previous order.

Service Station Industry (Alta. Reg. 530/62)

This new hours of work order for the automotive repair and gasoline service station industry permits garage mechanics and service station employees in Banff National Park, Jasper National Park and Waterton Lakes National Park to work up to 10 hours in a day and up to 60 hours in a six-day week during the period May 15 to September 30 in any year. The previous order, No. 11, 1948, applied only to garage mechanics and service station employees in Banff National Park.

Ontario Employment Agencies Act

New regulations under the Ontario Employment Agencies Act amending the classification of private employment agencies, with corresponding changes in the provisions dealing with maximum charges, licensing fees and security, were gazetted as O. Reg. 240/62 on October 6.

Regulations issued last year (L.G., Apr. 1961, p. 385) divided private employment agencies into two categories (1) Class A employment agencies, consisting of firms that that find persons for employment, receiving a fee from employers and (2) Class B agencies, which are permitted to charge job-seekers a fee for finding work for them.

Two additional classes of employment agencies are now recognized (1) Class C agencies, consisting of agencies that procure employment for sitters only and (2) Class D agencies, which secure work for homemakers (persons who perform housekeeping services, including cleaning) or for homemakers and sitters.

In line with this change, Class B agencies are now defined as agencies that find employment for persons other than sitters and homemakers.

The qualifications for operators of Class C or Class D agencies are the same as for persons holding Class A or Class B licences. Applicants must be at least 21 years of age and have a permanent place of business in Ontario.

The fees for the specialized agencies are lower than for Class A or Class B agencies. The annual licensing fee for a Class C agency is $25 and for a Class D agency, $50. The fee for a Class A or Class B agency remains $100.

As before, applicants are required to furnish security before being licensed. The security required for a Class A or Class B licence has been increased from $1,000 to $1,000 plus $500 for a second establishment and $250 for each additional place of business. A person applying for a Class C or Class D agency licence must furnish $100 security in respect of each place of business.

The maximum fee that a Class C employment agency may charge for procuring employment for a sitter is 15 per cent of the amount received by the sitter over a 30-day period. A Class D employment agency may not charge more than 10 per cent of the amount received by a homemaker or sitter during a period of four months. A Class C or Class D agency is expressly forbidden to make any other charges for placement services.

Quebec Minimum Wage Act

Two amendments to Order 3, 1962, the vacation order applicable to most employees in Quebec, were gazetted October 13. The amendments, which were approved by O.C. 1675, took effect from July 14, the same day as the revised order (L.G., Sept., p. 1056).

Previously, the order stated that an employee who had been given a vacation with pay of at least two weeks in the 12 months preceding the date of cancellation of his labour contract was not entitled to a vacation indemnity on termination of employment. An amendment makes it clear that this rule applies whether the employee has been granted his vacation in one two-week period or in two periods of one week each.

The provision requiring salesmen paid exclusively by commission who have worked at least three months for the one employer to be given a vacation indemnity equal to 2 per cent of net earnings after selling expenses have been deducted was amended to place a limit on deductions for expenses. The maximum that may now be deducted for selling expenses is one-third of the total of commissions received. As before, the maximum indemnity an employer is required to pay to such a salesman is 2 per cent of $1,000 of commission per month or $12,000 for 12 months.

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance at September 28 almost same as at end of August but 16 per cent below year-earlier figure, statistics* show

Claimants for unemployment insurance benefit numbered 197,800 on September 28. This figure was almost the same as last month's total, but was 32,000, or about 16 per cent, below that of September last year.

About 70 per cent of the persons on continuous claim for less than five weeks on September 28 were men. This was the same proportion as on August 31, but on September 29, 1961, the proportion was nearly 75 per cent. Of the longer-term claimants, 60 per cent were men and 40 per cent women, which distribution was about the same as on each of the earlier dates.

Initial and Renewal Claims

Initial and renewal claims filed in September numbered 98,300, which was the same as in August but 24,000, or nearly 20 per cent, below the total of September 1961.

Of the total in September this year, 93,300, or 95 per cent, were estimated to be separations from employment during the month. During August, 91,800, or 93 per cent of the total of 98,800, were estimated to be new cases of insured unemployment.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in September was estimated at 142,600, compared with 157,100 in August, and 173,200 in September 1961.

Payments during the month amounted to $12,700,000, compared with $15,900,000 in August and $16,100,000 in September last year.

The average weekly payment was $23.36 in September, $22.97 in August, and $23.22 in September 1961.

*See Tables E-1 to E-4, p. 1429.

Insurance Registrations

Reports for September showed that insurance books or contribution cards had been issued to 4,666,659 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1.

At September 30, registered employers numbered 337,305, a decrease of 425 since August 31.

Enforcement Statistics

During September, 9,060 investigations were conducted by enforcement officers. Of these, 6,000 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 161 were miscellaneous investigations. The remaining 2,899 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 166 cases, 63 against employers and 103 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,158.*

*These do not necessarily relate to the investigations conducted during this period.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in September totalled $28,446,807.50, compared with $30,483,837.79 in August and $27,731,622.92 in September 1961.

Benefits paid in September totalled $12,664,200.98, compared with $15,878,046.40 in August and $16,082,314.72 in September 1961.

The balance in the Unemployment Insurance Fund on September 30 was $75,616,370.94; on August 31 it was $59,833,764.42 and on September 30, 1961 it was $142,495,378.69.

Monthly Report on Operations of the National Employment Service

Indications that 1962 would be a record year in employment service operations have been confirmed even before the end of the year. Placements effected to the end of October were higher than the annual total of any year since 1945.

This continued expansion in volume reflects the upward trend in numbers employed, as well as the intensification of job-finding activity that was initiated in local offices in 1957.

Visits to employers have been decreasing in number in recent months, however. After five consecutive years of increase, the number of promotional visits to employers appears to be stabilizing at a slightly lower level than in 1961, although remaining higher than in previous years.

Despite this slight reduction in promotional activity, vacancies notified to local offices are continuing to increase. Up to the end of October, some 1,326,000 vacancies had been notified in 1962, an increase of 22.3 per cent over the same period last year, and higher than the corresponding periods in any previous year since 1947.

Regionally, vacancies notified up to October 1962, with percentage changes from last year, were as follows:

Atlantic	93,000	+ 8.4
Quebec	370,000	+28.0
Ontario	482,000	+30.2
Prairie	236,000	+13.5
Pacific	145,000	+10.6

Local offices continued to effect more placements on their vacancies received, by speeding up their referral activity and thereby reducing the number of cancellations. The result has been the high volume of placements already mentioned. Up to the end of October, some 1,130,000 placements were made, 22.2 per cent more than in the corresponding period in 1961, and 42.1 per cent more than in the same period in 1960.

The largest increases in placements occurred in the Ontario region, where there were more than 400,000 placements in the first ten months of 1962, an increase of 29.3 per cent over last year. The Quebec region followed closely with slightly less than 310,000 placements, up over last year by 25.9 per cent. The other three regions also recorded increases.

Regular placements during the first ten months of 1962 amounted to some 752,000, a total 19.1 per cent higher than that last year. Placements of workers in casual employment totalled some 312,000, up from last year by 26.7 per cent.

In addition, some 66,000 placements were effected through clearance, which involves the finding of jobs for workers in other than their own local office areas; this was a substantial 40.0 per cent higher than in 1961.

Special services operations have also shared in this growth. During the first nine months of 1962, placements of handicapped increased by 17.5 per cent and executive and professional placements by 14.8 per cent. There was a 30.5-per-cent increase in the number of claimants directed to vocational training.

Results of a pension plan survey carried out as at November 1, 1960 by the Dominion Bureau of Statistics were released last month.

The survey, covering 8,920 plans, including underwritten as well as insured pension plans, showed there were 2,673,000 employees of employers who had a pension plan in effect for their workers. This number constituted 50 per cent of the non-agricultural labour force.

The plans had 1,815,000 members, representing 34 per cent of the labour force.

In 1960, employees contributed $335,000,000, and the employers, $467,000,000.

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Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2049, September 10, 1962

Summary of the Main Facts: On October 4, 1962, the claimant made a renewal application for benefit, stating he had last been employed as a machinist from September 13 to October 3, 1961 at a wage of $1.85 an hour, and had been laid off due to a shortage of work. The claim was allowed.

According to the record, a new benefit period was established, effective from November 26, 1961, immediately following the expiration of the entitlement against which he had filed his renewal claim of October 4. No employment after October 3, 1961 had been reported by him.

On January 11, 1962, the claimant was notified of a vacancy for a machinist. The hours of work would be eight a day and 44 a week. Wages were to be arranged with the employer within the prevailing rates in the area, from $1.50 to $2.00 an hour.

On January 19, the local office reported that the employer had stated the job had been offered to the claimant, who said he would first contact his last employer to see if and when he would be recalled. The claimant did not return to the prospective employer or give indication whether or not he would accept the work offered.

The claimant, who had been asked to give reason for his failure to accept the employment offered, wrote on January 24 as follows:

> I was referred to the [prospective employer] for a vacancy for machinist 11 Jan. 1962. The employer said that if I started work for him I would receive $1.50 an hour. I told him there was a possibility of my being recalled by my former employer . . . and that I would return. He stated that, in that event, I would be of no use to him. That was the end of the interview.

The insurance officer notified the claimant on January 30 that he was disqualified from benefit from January 14 to February 24, in accordance with Section 59 (1) (a) of the Act on the basis that he had, without good cause, failed to accept a situation in suitable employment that had been offered to him. The insurance officer notified the claimant also that, in restricting his employment to that with his former employer, he had failed to prove that he was available for work as required by Section 54 (2) (a) of the Act.

The claimant appealed to the board of referees on February 22. He stated he was not offered the job by the prospective employer and, therefore, had not failed to accept the situation. He also stated he was capable of and available for work, and was not restricting his employability to work with his former employer.

The hearing of the board of referees, on March 22, was attended by the claimant and the business agent of his union. The claimant repeated that he was not offered the job by the prospective employer and was not restricting his work to his former employer, as he had accepted other jobs offered through the local office. The representative stated the claimant would have lost his seniority with his former employer, had he accepted the work offered.

By a majority decision, the board held that the claimant had failed, without good cause, to accept an offer of suitable employment, but unanimously found that he was available for work on January 14 and subsequently. The dissenting member expressed his opinion in these words:

> There is no evidence that [the prospective employer] actually offered the claimant employment. In my opinion, it was only being fair with a prospective employer, when asked about his former employer . . . that the claimant said there was a possibility of being recalled and if such occurred, he would return to [his former employer]. Also, the claimant has accepted other short-time jobs while being on layoff previously.
>
> Therefore, my conclusions are that claimant did not fail to accept suitable employment with [the prospective employer], referred to him on 11 Jan. 1962.

The claimant appealed to the Umpire on May 7.

Considerations and Conclusions: The record shows that a situation was offered to the claimant on January 11, 1962, and that such situation was in suitable employment, in that it was in his usual occupation and at the prevailing rate of wages and conditions.

The record shows also that the claimant failed to accept the situation offered to him and that he failed to do so without good cause. Even if satisfactorily proven, which is not so, the fact that by accepting the employment in question, he would have lost his seniority with his previous employer cannot be regarded as a valid reason in the absence of definite evidence that his employer would have recalled him to work in the very near future.

I decide to dismiss the claimant's appeal.

Decision CUB 2057, October 12, 1962

Summary of the Main Facts: The claimant made an initial application for unemployment insurance benefit on January 24, 1962 at the Peterborough office of the Unemployment Insurance Commission and was registered for employment as a general office clerk. He stated he had been employed in Toronto as an office clerk at a salary of $210 a month, from October 1960 to October 28, 1961, when he was laid off. He stated also that "the office system was changed over to a new method and I was released." He added that he was capable of and available for work but had been unable to find employment. The claim was allowed.

According to the record, the local office on February 8 notified the claimant, by telephone, of an offer of continuing employment as a general office clerk with an insurance company in Peterborough at a salary of $2,400 to $2,500 a year, which was in accordance with the prevailing wage in the district for that type of work. The hours of work were 37½ a week, day work. When the employer was contacted on February 13 he intimated that the claimant had not reported at the appointed time of 11 a.m. that morning (February 13) for an interview.

A letter written by the claimant and received in the local office on February 21 reads:

> My intentions are to wait until spring and go back to Toronto where I can get a job with more money. The salary . . . stated is not enough, for I have bills to pay. I realize I should have phoned [the employer] sooner.
>
> I worked a full year on a salary of $210 a month and it was impossible to get by on. So $2,400 a year is going down, not up. I owe a lot of money and I need the $26 to pay them.

On the evidence before him, the insurance officer disqualified the claimant and suspended benefit (a) from February 11 to March 24 inclusive, on the ground that the claimant, without good cause, had failed to apply for a situation in suitable employment, and (b) from February 11, on the ground that he was not available for work because of his statement that he intended "in possibly the near future to take employment in Toronto" (Sections 59 (1) (a) and 54 (2) (a) of the Act).

On March 8, the claimant appealed to the board of referees. His appeal reads:

> . . . In respect to the disqualification from February 11 to March 24, 1962, I believe I should not have been disqualified for the following reasons:
>
> The job mentioned in respect to the [insurance company] was employment in my usual occupation, but it was employment at a lower rate of earnings. At this time, I was also trying to obtain employment with another company. However, I did call the U.I. office on the afternoon of the day that I was to report to [that] office in respect to the job at [the insurance company].
>
> In respect to the indefinite suspension, my statement to the Commission was to the following effect. If I was unable to obtain employment at my usual earnings in Peterborough then I would go to Toronto to obtain employment. I cannot understand how this statement could possibly be construed as meaning that I am not available for work. On the contrary, I submit that this is one further indication of my availability for work . . .

Further written representations, signed by the claimant and his union representative were submitted to the board of referees. These representations read:

> . . . In respect to the referral to employment mentioned as Exhibit 1, there is a mistake where the employer's address is given as Toronto, when it is actually Peterborough.
>
> The position referred to is in his usual occupation, but it is at a lower rate of earnings, and with a work week of 37½ hours instead of the 35-hour week which he worked with his former employer.
>
> In respect to the local office comments, the conversation was indeed a short one, and was such that for the record [claimant] would not consider that full details of the position were given. [Claimant] understood that he was to see the unemployment insurance officer, not to have an interview with an employer.
>
> [Claimant] had been receiving $210 per month for a 35-hour week, which amounts to about $1.38 per hour. The wages at the [insurance company], if $2,500 per year on a 37½-hour week, would be $1.28 per hour, and if $2,400, would be about $1.23 per hour.
>
> In addition to this, [claimant] had one year's experience, which should enable him to obtain a higher salary than that which he received when he first started to work . . . Further to this, [claimant] expected a raise within three months if he had not been laid off.
>
> We submit that [claimant] was entitled to refuse employment at the [insurance company] for the following reasons:
>
> 1. Earnings would be at a lower rate.
> 2. The payment of either $1.23 or $1.28 per hour for this type of work is not the action of a good employer.
> 3. The conditions of work of the two groups of office workers who have agreements with employers are more favourable than is the case at [the insurance company].
>
> In respect to the indefinite suspension of [claimant], it is clear, [when] reading the letter in its full context, that [he] was stating that the suggested wages were not sufficient.
>
> For these reasons we believe that [claimant] has been unjustly suspended from receiving benefits, both for the definite and indefinite periods . . .

The majority decision of the board of referees, which heard the case on April 5, reads:

> . . . The claimant and his representative . . . appeared at the hearing and presented [a] brief on behalf of the claimant. It was stressed by both . . . that they were not interested in accepting employment at a lower rate than previously obtained, and that no reference had been made to the appointment with the employer. Claimant stated he was of the opinion that he had to see the employment officer of

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the UIC on February 8, 1962, and was not sure that he had to meet the employer. However, he does state that he did call the UIC office on the afternoon of the day he was to report to the UIC office in respect to the job at [the insurance company] and that he had, according to the office, failed to keep the appointment and had shown lack of interest in obtaining employment. Being questioned regarding the claimant's letter of February 21, 1962, he stated that while his intentions were to wait until spring and go back to Toronto, he meant this to mean in the event he did not find employment in Peterborough . . .

It is the majority opinion of the board that the claimant was not interested in the employment offer for the reason that it was at a slightly lower rate than he had previously been enjoying, and would bear out his intentions of waiting until spring, at which time he would return to Toronto; yet the claimant has not presented any proof that he had a job to go to in Toronto and, for these reasons, it is the majority decision of the board that the claimant failed to show good cause for failing to apply for a situation which is considered suitable employment with the [insurance company], also, the claimant has failed to prove that he was available for work on February 11, 1962, and subsequently . . .

Both decisions of the insurance officer are upheld and the appeal disallowed.

The dissenting member of the board stated:

In my opinion, the claimant should not have been refused benefits because there was no violation of Sections 59 (1) (a) and 54 (2) (a) of the Unemployment Insurance Act. Section 54 (2) (a) of the Unemployment Insurance Act states that the claimant must be capable and available for work (he was—in fact, was seeking employment at the time the referral appointment was to take place). However, due to a misunderstanding between the claimant and the unemployment insurance officer as to where the interview was to take place, he phoned the officer and was informed that he was too late as [the officer] had already sent in his report.

With regard to Section 59 (1) (a), it is my contention that the claimant did not refuse to apply for a situation offered to him . . .

It is requested that the insurance officer's decision be reversed and the appeal allowed.

The claimant appealed to the Umpire on May 30 and said:

It is my position that there can be no doubt that I was available for work, because I offered to go right that day to see [the insurance company] and was too late, as I had been put down as cut off unemployment insurance. I was available (Feb. 11) because I was talking to the man in the employment office that same day. I had been out looking for work, and because I was late for the 11 o'clock appointment, was told there was no use going in the afternoon for I was already cut off my claim. So got no chance to see [insurance company] man. The job is not suitable employment under the Act. It was a job at less pay, and wages paid is not the action of a good employer, and conditions [were] less favourable than those observed by agreements. The letter referred to as Exhibit 2 was not interpreted properly by board of referees. This letter sent April 24 was mislaid. I never got it till this week.

Mr. ....., MP, on May 19 wrote to the Umpire, indicating that, in his opinion, the claimant had been the victim of a series of misunderstandings, and that he felt the case was that of a man who had not willingly violated the rules.

The claimant requested an oral hearing before the Umpire, which was held in Toronto on September 27. The claimant and his union representative attended the hearing. The UIC was represented by its legal adviser and a regional claims officer.

Considerations and Conclusions: So far as is relevant, Section 59 (2) (b) of the Act reads:

For the purpose of this section . . . employment is not suitable employment for a claimant if it is . . . (b) employment in his usual occupation either at a lower rate of earnings or on conditions less favourable than those observed by agreement between employers and employees, or in the absence of any such agreement, than those recognized by good employers . . .

The evidence adduced by, or on behalf of the claimant in order to prove that the employment of which he was notified on February 8, 1962 was not suitable, in that it was at a lower rate of earnings and on conditions less favourable than those which prevailed in Peterborough for the same kind of employment, is not sufficient.

In the instant case, the placement officer stated, in effect, that the prevailing rate of wages paid by good employers to general office clerks in the Peterborough area was from $200 to $208.33 a month for a working week of 37½ hours, and the claimant has adduced no convincing evidence that the employer was not a good employer, nor has he proved in any way that the conditions of employment at that employer's were less favourable than those recognized by good employers. Consequently, the employment of which the claimant was notified was suitable within the meaning, purpose and intent of Section 59 (2) (b) of the Act.

According to the evidence adduced, the chief reasons the claimant gave for having failed to apply for the position at the appointed time are:

a. that it was employment at a lower rate of earnings than he had previously received;

b. that he was "also trying to obtain employment with another company";

c. that he called the local office on the day he was to report "to the unemployment insurance office in respect to the job";

d. that he did not consider "that full details of the position were given";

e. that he "understood that he was to see the unemployment insurance officer, not to have an interview with an employer," and

f. that "the conditions of work of the two groups of office workers who have agreements with employers" in Peterborough were more favourable than at the prospective employer's.

Reasons (a) and (f) have been answered above. I shall add, however, that in cases where the employment offered is in a claimant's usual occupation, the fact that it happened to be at a lower rate of earnings than that which he habitually obtained is immaterial, provided it is at the prevailing rate, and that the prevailing rate of wages is not necessarily that which is "observed by agreement between employers and employees," particularly when, [as] in this case, the employer concerned is not a party to any such agreement. As stated by the Umpire in CUB 1331:

> The rate of earnings recognized by good employers, as stipulated in Section 59 of the Act, does not necessarily mean union rates. It means the prevailing rate of pay in the district, which is usually determined in any given occupation by taking the average wage rate paid in a cross section of industry.

And in CUB 1331A:

> As shown by the transcript of the evidence, it was argued on behalf of the claimant that the law as it stands makes no mention of prevailing rates of earnings but simply of rates of earnings observed by agreement between employers and employees, and, failing such agreement, by good employers. In the eyes of the union official, the inference is that when there exist agreements in the district between employers and employees on rates of pay or working conditions, employment on terms other than those laid down in such agreements must necessarily be unsuitable. Such an argument could prevail only where, as sometimes occurs, a general agreement covering a certain class of work prevails throughout a district.
>
> To say that an offer of employment is unsuitable merely because its terms are other than those recognized by a selective group of agreements in the district would be in effect to add a new and very far-reaching interpretation to that so far given to Section 59 (2) (b). It would mean, in effect, a complete disregard of the interest of employers who are not parties to them and of the public at large.
>
> The provision relating to suitable employment in terms of wages and working conditions has not varied in language since the inception of the Act, and it has been constantly held by my predecessors that the reference to earnings in that provision meant the prevailing rate or average rate in the district.

Claimant's reason designated as (b) was no excuse in the absence of irrefutable evidence that he had a definite prospect of other employment and that, at the time he was called by the placement officer, he had already made irrevocable arrangements to be interviewed by the other employer. It would appear that, under the circumstances, the logical thing to have done was to inform the placement officer of those arrangements, and seek his advice.

It would seem that reasons (c) and (e) could be accepted as a valid excuse if the claimant had proved that a legitimate "misunderstanding" occurred. However, this he has not done, because if it is true "he understood he was to see the unemployment insurance officer," he has not explained in any satisfactory manner why he did not go to see him at the appointed time, viz., 11 a.m., but instead, chose to call him only in the afternoon.

Regarding reason (d), the claimant has failed to adduce evidence to refute the following comments of the local office:

> On February 8, 1962, applicant was contacted by telephone and full details of position given. Applicant agreed to interview and this was arranged with the employer. On contacting employer, was informed applicant failed to report for interview at the appointed time and date, 11 a.m., February 13, 1962.

In view of the foregoing, I consider that the employment of which the claimant was notified on February 8, 1962, was suitable and that he has, without good cause, failed to apply for that employment. I consequently decide to maintain the disqualification which was imposed by the insurance officer under Section 59 of the Act.

As to the question of the claimant's availability for work, his statement dated February 21, 1962 is definitely to the effect that he did not wish to work "until spring," and I feel his subsequent explanations do not materially alter the import of that statement. As the claimant has also failed to apply for this employment, which is considered suitable under the Act, I have no justifiable reason to disturb the majority decision of the board of referees on the question of his availability.

I consequently decide to dismiss the claimant's appeal.

NLRB Orders Parent Firm to Pay Laid-off Employees of Subsidiary

The United States National Labor Relations Board in October ordered a parent company to assume back pay and other obligations to employees who lost their jobs when the plant of a subsidiary company was liquidated to avoid dealing with a union. About 500 employees were affected by the shutdown.

The Board found that Deering, Milliken, Inc., the parent company, and its affiliates constituted a single employer for the purposes of the National Labor Relations Act.

The Board ordered the parent company to pay discharged employees who were on the payroll at the time of the liquidation until they are able to obtain "substantially equivalent employment."

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during October

Works of Construction, Remodelling, Repair or Demolition

During October the Department of Labour prepared 171 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 131 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 142 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, the Departments of Defence Production, Mines and Technical Surveys, Northern Affairs and National Resources, Public Works, and the Post Office Department.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in October for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	154	$590,222.00
Post Office	19	231,797.20
Royal Canadian Mounted Police	8	11,201.91

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein, and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during October

During October the sum of $11,761.25 was collected from 16 contractors for wage arrears due their employees as a result of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 335 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during October

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

near Avonlea Sask: Acorn Construction Ltd, construction of Avonlea Dam. *near Redvers Sask:* Harris Construction Co Ltd, construction of Redvers Dam on Lightning Creek.

Atomic Energy of Canada Limited

Chalk River Ont: Edward Biederman, exterior painting of various bldgs; J C Sulpher Construction Ltd, masonry work, 2nd north extension, Metallurgy Bldg; Bedard-Girard Ltd, electrical installation, 2nd north extension, Metallurgy Bldg. *Whiteshell Man:* Drake Construction Co Ltd, excavation, Whiteshell Reactor.

Central Mortgage and Housing Corporation

Montreal Que: Beaver Asphalt Paving Co, asphalt paving & site improvement, Pie IX Blvd Apartments. *Petawawa Ont:* Conniston Construction Co Ltd, replacement of trees & shrubs, repairs to concrete walks (DND 13/58 Phase 11). *Sudbury Ont:* Dell Construction Co Ltd, construction of 88 housing units, site works & improvements (FP 2/58). *Windsor Ont:* McIntosh Paving Co Ltd, construction of parking lot, walks & curbs (FP 5/59). *Pinawa Man:* Drake Construction Co Ltd, construction of 126 housing units (Job 25); Louis Ducharme & Associates Ltd, construction of primary school (Job 27). *Shilo Man:* J H From Landscape Gardners Ltd, sodding of 35 lots for 198 housing units (DND 4/61).

In addition, this Corporation awarded 10 contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

Bersimis Indian Agency Que: Georges Deschesnes, alterations & additions to Agency Office. *Nipissing Indian Agency Ont:* F Lafreniere, construction of road, Nipissing IR No 10. *Edmonton Indian Agency Alta:* Ferdinand Erhard Plumbing & Gasfitting, installation of plumbing facilities in eight homes, Stony Plain IR; Armbruster Lumber Ltd, construction of two houses, Stony Plain IR. *Stony-Sarcee Indian Agency Alta:* George William Construction Ltd, road repairs, Sunchild & O'Chiese IR.

Defence Construction (1951) Limited

Summerside P E I: Rosco Metal Products Ltd, roof repairs, Hangar 9, RCAF Station. *Dartmouth N S:* Raymond Marcil, exterior repairs to "E" Block, RCN Air Station *Shearwater;* R E White, interior & exterior repairs to Bldg D67, HMCS *Shearwater;*

Malach Roofing & Flooring Ltd, renovations to Hangar No 4, RCN Air Station *Shearwater. Halifax N S:* Canadian Comstock Co Ltd, relocation of steam line, HMC Dockyard. *Chatham N B:* Modern Construction Ltd, construction of hangar & personnel accommodation bldgs, RCAF Station. *Bagotville Que:* Pic Construction Co Ltd, construction of engine test cell & run-up pad, RCAF Station; Conniston Construction Co Ltd, landscaping of runways, RCAF Station. *St Hubert Que:* Walsh-Canadian Construction Co Ltd, installation of water supply main from Town of St Hubert to RCAF Station. *St Jean Que:* Desourdy Freres Ltee, installation of steam distribution system, RCAF Station; Walsh-Canadian Construction Co Ltd, supply & erection of security fence. *Arnprior Ont:* Delphis Cote Ltd, re-roofing of hangar. *Downsview Ont:* Miller Paving Ltd, reconstruction & resurfacing sections of Sheppard Ave, RCAF Station. *North Bay Ont:* Hill-Clark-Francis Ltd, construction of engine run-up pad, test cell & connecting taxiway, RCAF Station. *Uplands Ont:* M J Sulphur & Sons Ltd, construction of engine run-up pad, test cell & connecting taxiway, RCAF Station. *Cold Lake Alta:* Fraser & Rice Construction Ltd, addition to water distribution system, RCAF Station. *Patricia Bay (Esquimalt) B C:* G H Wheaton Ltd, renovations to galley in Bldg No 11. *Sea Island B C:* McPhail's Construction Co Ltd, construction of helicopter hardstand, RCAF Station. *Various locations:* Two contracts in the restricted category.

Building and Maintenance

Goose Bay (Labr) Nfld: Pitts-Drake, surface treatment of Hamilton River Road, RCAF Station. *Farnham Que:* Byers Construction Co Ltd, repair of fire damages, Bldg 4, Camp. *St Hubert Que:* Miron Co Ltd, repairs to taxiway, RCAF Station. *St Jean Que:* Morin & Plante Co Ltd, re-roofing of Academic Bldg No 109, RCAF Station. *Rockcliffe Ont:* Beaver Construction Co, replacement of water main, RCAF Station. *Namao Alta:* Federal Joint Sealing Co of Canada Ltd, crack sealing of runways.

Department of Defence Production

Summerside P E I: Morrison & McRae Ltd, repairs to aerodrome pavement, RCAF Station. *Bedford N S:* Chipman Chemicals Ltd, brush control of perimeter fire break, DND (Navy) property, RCN Magazines. *Cornwallis N S:* A L Parelman Ltd, renewal of asphalt roofing shingles, Bldgs Nos 18 & 37, HMCS *Cornwallis. Halifax N S:* Ralph Connor Co Ltd, replacement of floor covering, Sick Bay Wing, Bldg No S-25, Canadian Forces Hospital, HMCS *Stadacona. Newport N S:* E J Ludford Line Construction Ltd, replacement of antenna poles, Naval Radio Station. *Shearwater N S:* R E White, exterior & interior repairs to Bldg No 27, Leading Seaman's Club, RCN Air Station. *Moncton N B:* Jack Bradley (Maritimes) Ltd, repairs to steam distribution system, Moncton Barracks. *LaSalle Que:* Efficiency Maintenance & Construction Ltd, weatherproofing of exterior walls, Bldgs 6 & 8, Naval Supply Depot. *Montreal Que:* Roger Bisson Inc, installation of water service connections at Army Depot, 405 Chabanel St West. *Gloucester Ont:* A Lanctot Construction Co Ltd, repairs to chapel, HMCS *Gloucester. Picton Ont:* Lester L Munday, construction of national survival training facilities. *Rivers Man:* Relf Plumbing & Heating Ltd, repairs to brick chimneys & installation of aluminum inner lines on 50 PMQs at CJATC Camp. *Cold Lake Alta:* "Tony" Construction Co, repainting exterior of hangars, RCAF Station. *Ralston Alta:* Belfast Plumbing Ltd, installation of 50 furnaces at Suffield Experimental Station.

In addition, this Department awarded 32 contracts containing the General Fair Wages Clause.

Department of Mines and Technical Surveys

This Department awarded one contract containing the General Fair Wages Clause.

National Harbours Board

Montreal Que: J G Fitzpatrick Ltd, construction of maintenance bldg, Section 2, Champlain Bridge. *Three Rivers Que:* Regional Asphalt Ltd, laying bituminous concrete pavement at Section 20. *Vancouver B C:* Biely Construction Co Ltd, construction of Heatley Ave overpass.

Department of National Revenue

Campobello N B: Clinton Drake, construction of Customs-Excise Office Bldg.

Department of Northern Affairs and National Resources

Wood Buffalo Park Alta: Taylor Tile Ltd, application of epoxy resin finish, Buffalo Abattoir, Hay Camp. *Enterprise N W T:* Tim's Garage Ltd, construction of roads.

In addition, this Department awarded two contracts containing the General Fair Wages Clause.

Post Office Department

This Department awarded 44 contracts containing the General Fair Wages Clause.

Department of Public Works

Catalina Nfld: Goodyear Paving Ltd, wharf approach repairs (paving). *St John's Nfld:* McNamara Construction of Newfoundland Ltd, harbour improvements (road works); Newfoundland Engineering & Construction Co Ltd, alterations to Bldg 223, Fort Pepperrell; Benson Builders Ltd, alterations to Bldg 302, Fort Pepperrell; Benson Builders Ltd, alterations to Bldg 303, Fort Pepperrell; Coast to Coast Painters Ltd, alterations to Bldg 301, Fort Pepperrell; Coast to Coast Painters Ltd, alterations to Bldg 102, Fort Pepperrell. *Charlottetown P E I:* Norman L MacLean, construction of steel sheet pile wall for Department of Fisheries. *Panmure Island P E I:* Eastern (PEI) Contractors, construction of landing. *Port Borden P E I:* Curran & Briggs Ltd, widening approach road to ferry terminal. *Prince Edward Island National Park P E I:* L E Wellner Jr, repairs to bents 15 to 20, Covehead Inlet Bridge. *Battery Point N S:* Colin R MacDonald Ltd, breakwater repairs. *Lunenburg N S:* McNamara Marine Ltd, harbour improvements. *Pictou Landing N S:* R A Douglas Ltd, wharf repairs. *Gagetown N B:* Atlas Construction Co Ltd, construction of dormitories, kitchen & mess hall for Blue Mountain Correctional Work Camp. *Anse-aux-Basques Que:* Lucien Tremblay, repairs to concrete wall. *Cap Chat Que:* Theodose Pelletier, wharf repairs. *Champlain Que:* Marautier Construction Inc, repairs to wharf. *Hudson Que:* Gray & Gareau, repairs to breakwater. *Ile Verte Que:* Pierre Belzile, wharf repairs. *Lauzon Que:* Theriault & Beland Inc, reconstruction of Elevator Bldg, Champlain Dry Dock. *Magog Que:* J M Jeanson Ltee, construction of federal bldg. *Marsoui Que:* Julien Pelletier, wharf repairs. *Montreal Que:* J M Cote, alterations to Postal Terminal Bldg, 715 Windsor St. *Nicolet Que:* Frederic Roy Enrg, construction of protection wall. *Old Harry M I Que:* La Cie de Construction Arseneau, breakwater repairs. *Petit Pabos Que:* Napoleon Langelier, construction of slipway & hauling plant. *Roxboro Que:* Auguste Lessard Construction Ltee, construction of post office. *St Donat Que:* Philippe Morin, construction of post office. *St Maurice de l'Echourie Que:* J Onias Element, wharf repairs. *St Vincent de Paul Que:* Secant Construction Co, reconstruction of penitentiary (Phase 2). *Kingsville Ont:* J S Thornton, repairs to west pier (concrete deck slab). *Ottawa Ont:* T P Crawford Ltd, roof repairs to Centre Block, Parliament Bldgs; Beaudoin Construction Ltd, pointing repairs & vapour barrier, Lorne Bldg. *Severn Bridge Ont:* Bailey Construction Co Ltd, wharf replacement. *Sudbury Ont:* A Buttazzoni & Son Ltd, interior & exterior repairs to federal bldg. *Toronto Ont:* Sturgeons Ltd, waterproofing basement floor, Mackenzie Bldg, 36 Adelaide St E; H C Barker & Son, installation of overhead doors in city delivery bldg, Post Office Dept. *Climax Sask:* Knutson Construction Co Ltd, construction of post office. *Yellowknife N W T:* O I Johnson Construction Ltd, construction of Assay Office; O I Johnson Construction Ltd, alterations & additions to Health Centre.

In addition, this Department awarded 53 contracts containing the General Fair Wages Clause.

Projects Assisted by Federal Loan or Grant

Wawa area Ont: Ellwood Robinson Ltd, construction of trunk sewer & sewage lagoon.

The St. Lawrence Seaway Authority

Cote Ste Catherine Que: Conniston Construction Co Ltd, landscaping (1962) Cote Ste Catherine Lock. *St Catharines Ont:* Curran & Briggs, Ltd, channel improvement & slope stabilization, Locks 3 to 4, Welland Canal. *Thorold Ont:* The Aquamulch Seeding Co Ltd, seeding of Marlatt's Pond, Welland Canal.

Department of Transport

St John's (Torbay) Nfld: Universal Electric, installation of condenser discharge lights on runway 11 & replacement of ILS control cables. *Halifax N S:* Universal Electric, installation of transmissometer & daylight ceilometer, International Airport; M L Thomas

& Sons Landscaping, draining & stabilizing glide path bldg area, International Airport; Graeme A Stuart, revision of International baggage handling facilities & related work, International Air Terminal Bldg. *Chapais (Chibougamau) Que:* The Tower Co (1961) Ltd, construction of meteorological observing station. *Montreal Que:* La Compagnie Meloche Inc, construction of access road to AASR site, International Airport. *Trois Rivieres Que:* Arno Electric Reg'd, installation of lighting on approaches 05 & 23. *Acton Ont:* Welcon Ltd, construction of monitoring station bldg & related works. *Fort William Ont:* Claydon Co Ltd, construction of maintenance garage, fire hall addition & related work. *Malton Ont:* Steed & Evans Ltd, site services (Phase 2), Toronto International Airport. *Nobleton Ont:* W A Stephenson & Sons Ltd, construction of VOR (Tacan) Bldg. *North Bay Ont:* Universal Electric, installation of transmissometer, ceilometer & anemometer, Airport. *Parry Sound Ont:* J M Fuller Ltd, construction of marine radio beacon (emergency powerhouse). *near Peterborough Ont:* M J Finn Construction Ltd, construction of watch house & washroom facilities at Lock 27, Trent Canal. *Stirling Ont:* J M Fuller Ltd, modification to VOR bldg for installation of Tacan. *Trenton, Campbellford, Hastings & Peterborough Ont:* Clair L Irwin, construction of nine watch houses at Locks 1, 2, 3, 4, 10, 12 & 18 and Bridges 21 & 61 on Trent Canal. *near Washago Ont:* Stellmar Contracting Co Ltd, restoration of concrete, Lock 42 on Trent Canal. *Wiarton Ont:* J M Fuller Ltd, modification to VOR bldg for installation of Tacan. *Windsor Ont:* D'Amore Construction (Windsor) Ltd, installation of concrete pipe, Airport. *Winnipeg Man:* Schumacher-MacKenzie (1961) Ltd, construction of car park & entrance road lighting, International Airport. *Alert Bay B C:* Jancowski Logging & Construction Co Ltd, clearing & fencing. *Victoria B C:* Sorensen Construction Co Ltd, construction of air terminal bldg & air traffic control tower, International Airport.

PRICES AND THE COST OF LIVING

Consumer Price Index, November 1962

The consumer price index (1949=100) rose 0.3 per cent from 131.5 to 131.9 between October and November. The November index was 1.7 per cent above the November 1961 index of 129.7.*

Higher indexes for food, housing, clothing, transportation, and recreation and reading offset lower indexes for health and personal care, and tobacco and alcohol.

The food index increased 0.4 per cent from 127.2 to 127.7. Higher prices were reported for bread, other cereal products, sugar, fats, oranges, bananas, tomatoes, lettuce, celery, some canned fruits and vegetables, ham and turkey. Most beef and pork prices were lower, as were prices for eggs, grapefruit, coffee, apples and most domestically grown fresh vegetables.

The housing index rose 0.1 per cent from 135.4 to 135.6 as both the shelter and household operation components were higher. In shelter, rents were unchanged but the home-ownership index was higher. In household operation, prices were higher for fuel, textiles, utensils and equipment, but declined for floor coverings and household supplies.

The clothing index increased 0.3 per cent from 115.6 to 116.0 as higher prices for men's wear, particularly overcoats, footwear and piece goods outweighed price declines for women's and children's wear.

The transportation index increased 0.5 per cent from 139.9 to 140.6 as a result of upward movements in the travel and automobile operation components. In travel, some price increases in air travel between Canada and the United States moved the index. In automobile operation, gasoline prices showed further declines but these were offset by higher initial prices for 1963 model cars than those of 1962 models, priced in September. Prices of 1963 cars were, however, 1.1 per cent below introductory prices of models a year ago.

The health and personal care index declined 0.1 per cent from 160.0 to 159.8. Lower prices for a number of pharmaceuticals moved the health care component lower and more than balanced fractionally higher prices for personal care items, including men's haircuts and women's hairdressing.

The recreation and reading index rose 0.3 per cent from 147.8 to 148.2 as the reading component was unchanged but the

* *See* Table F-1, p. 1432.

recreation component increased, reflecting higher prices for theatre admissions, camera film, bicycles and sports equipment.

The tobacco and alcohol index declined 0.2 per cent from 118.0 to 117.8. Alcohol prices were unchanged but cigarette prices were lower.

City Consumer Price Indexes, October 1962

Consumer price indexes (1949=100) between September and October* rose in five of the ten regional cities, declined in four, and remained unchanged in Vancouver.

Indexes for Toronto, Winnipeg and Edmonton-Calgary were up 0.2 per cent and those for Montreal and Ottawa up 0.5 per cent. Decreases ranged from 0.1 per cent in Halifax to 0.6 per cent in Saint John.

Food indexes fell in all cities except Ottawa, where a rise of 0.3 per cent was recorded; the declines ranged from 0.2 per cent in Toronto to 1.8 per cent in Saint John. There were six higher indexes for housing, three lower, and one unchanged. Clothing indexes rose in eight cities and fell in two. The only changes in the transportation indexes were declines in the two Ontario cities. Two of the indexes for health and personal care were unchanged but in the other eight they increased. The recreation and reading indexes were lower in three cities and higher in the other seven. Tobacco and alcohol indexes were unchanged in all cities.

Percentage changes in the regional indexes between September and October were: Montreal +0.5, Ottawa +0.5, Toronto +0.2, Edmonton-Calgary +0.2, Winnipeg +0.2, Saint John —0.6, St. John's —0.3, Saskatoon-Regina —0.2, and Halifax —0.1.

Point changes between September and October in the regional consumer price index were: Montreal +0.6 to 131.3, Ottawa +0.6 to 132.1, Toronto +0.3 to 133.1, Edmonton-Calgary +0.3 to 126.9, Winnipeg +0.2 to 129.5, Saint John —0.8 to 131.4, St. John's —0.4 to 118.1†, Saskatoon-Regina —0.2 to 127.9, and Halifax —0.1 to 130.8. Vancouver remained unchanged at 130.2.

Wholesale Price Index, October 1962

The general wholesale index (1935-39=100) eased down in October to 241.6, which was 0.1 per cent lower than the September index of 241.8 but 2.7 per cent above the September 1961 index of 235.3.

Three major group indexes were lower and three higher in October. The remaining two major group indexes, iron products and non-metallic mineral products, were unchanged at 255.7 and 190.6, respectively.

The chemical products group index declined 0.5 per cent to 190.1 from 191.1, the vegetable products group index dropped 0.3 per cent to 210.1 from 210.8, and the wood products group index eased lower from 319.1 to 319.0.

The non-ferrous metals products group index rose 0.4 per cent to 194.4 from 193.6. Two major group indexes were negligibly higher: animal products to 269.4 from 269.3, and textile products to 243.2 from 243.1.

The index of Canadian farm products prices (1935-39=100) at terminal markets moved down 1.9 per cent, from 234.1 to 229.7, in the four-week period ended October 26. The animal products index declined 2.8 per cent and the field products index eased 0.2 per cent.

The residential building materials price index (1935-39=100) edged down to 296.1 from 296.9 between September and October. On the base 1949=100 it moved to 129.9 from 130.2.

The non-residential building materials price index (1949=100) was unchanged at 132.1.

U.S. Consumer Price Index, October 1962

For the first time since last December, the United States consumer price index (1957-59=100) has declined. It dropped slightly, by 0.1 per cent, between mid-September and mid-October, easing from a record 106.1 to 106.0. The October index was 1.3 per cent above that for October 1961.

The decline is attributed primarily to lower meat prices. It was an increase in meat prices that was mainly responsible for the 0.6 per-cent increase, the largest monthly jump in more than four years, in the previous month.

British Index of Retail Prices, September 1962

For the third successive month, the British Index of retail prices (Jan. 16, 1962=100) has dropped. Between mid-August and mid-September it declined slightly, by 0.1 per cent, from 101.6 to 101.5. On the base Jan. 17, 1956=100, the drop was from 119.4 to 119.3; on this base, the index for September 1961 was 115.5.

* *See* Table F-2, p. 1432.
† On base June 1951=100.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 170

Automation

1. QUINN, FRANCIS X., ed. *The Ethical Aftermath of Automation.* Westminster, Md., Newman Press, 1962. Pp. 270.

Includes talks delivered by experts on automation from government, industry, education, labour and management at a seminar held at Woodstock College, Woodstock, Maryland, in August 1961.

2. DEGROAT, GEORGE H. *Metalworking Automation.* New York, McGraw-Hill, 1962. Pp. 332.

Demonstrates that small operations such as contract jobbing shops, small and medium-sized manufacturing plants, and individual departments of larger plants can cut costs, increase output, conserve manpower and operate profitably by installing automation.

Civil Service

3. FRANKEL, SAUL JACOB. *Staff Relations in the Civil Service, the Canadian Experience.* Montreal, McGill University Press, 1962. Pp. 331.

Discusses staff relations of civil service associations with the Federal Government as employer. Considers the role of the Civil Service Commission in staff relations. Surveys staff relations in five provinces: Saskatchewan, Alberta, Manitoba, British Columbia and Ontario.

4. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *The British Civil Service.* Rev. ed. London, 1961. Pp. 28.

Contents: Introduction. Milestones in Civil Service History. Present Structure of the Service. Recruitment. Training. Conditions of Service. Staff Relations. The Civil Servant's Conduct.

Economic Conditions

5. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *The United Kingdom Economy.* London, 1961. Pp. [10].

Tells something about national income and expenditure in recent years in Great Britain.

6. MEIER, GERALD MARVIN. *Economic Development: Theory, History, Policy,* by Gerald M. Meier and Robert E. Baldwin. New York, Wiley, 1961. Pp. 588.

"This book examines the problems of accelerating development in poor countries and maintaining development in rich countries."

Education

7. SCHOOL SHOP. *Modern School Shop Planning; Containing Plans, Specifications, Pointers, and Examples of New School Shops gathered from Authoritative Sources throughout the United States.* [3d rev. ed.] Ann Arbor, Prakken Publications, 1961. Pp. 223. Contains articles from the magazine *School Shop.*

8. VAIZEY, JOHN *The Economics of Education.* London, Faber and Faber, 1962. Pp. 165.

Contents: What Some Economists Said about Education. Education as Consumption or Investment. The Returns to Education. Expenditure on Education. The Finance of Education. The Productivity of Education. Manpower. Teachers and Their Salaries. The Economist and the Schools. Education in Economic Growth.

Employment Management

9. HENDERSON, PHILIP E. *The Foreman in Small Industry.* 2d ed. Washington, GPO, 1962. Pp. 28.

Describes the job of the foreman, his basic responsibilities, his training functions, his personal relationships and contacts, and development of better foremen.

10. RAINES, IRVING ISAAK. *Better Communications in Small Business.* 2d ed. Washington, GPO, 1962. Pp. 37.

Some of the benefits of good communications in industry are improved plant efficiency, happier employees and more satisfied customers. Provides "practical information on how to use business communication for more effective management in a small manufacturing plant."

Industry—Location

11. ISARD, WALTER. *Industrial Complex Analysis and Regional Development; a Case Study of Refinery-Petrochemical-Synthetic-Fiber Complexes and Puerto Rico,* by Walter Isard, Eugene W. Schooler and Thomas Vietorisz. Cambridge, Technology Press of the Massachusetts Institute of Technology, 1959. Pp. 294.

Examines the reasons for locating certain factories in Puerto Rico and shows how this benefits its general economic development.

12. ISARD, WALTER. *Methods of Regional Analysis: an Introduction to Regional Science,* by Walter Isard in association with David F. Bramhall [and others. Cambridge] Published jointly by the Technology Press of the Massachusetts Institute of Technology and Wiley, New York, 1960. Pp. 784.

Regional analysis helps in industrial location by determining in what region or regions the industry could produce and deliver its product to market most economically.

Labour Laws and Legislation

The following eight publications were edited by Mohammad Shafi and were published in 1962 in Karachi, Pakistan, by the Bureau of Labour Publications, Post Box 3408.

13. *Current East Pakistan Labour Code.* 1962 ed. 1 Vol. (looseleaf). To be kept up to date by monthly service.

14. *Current Labour Code of Pakistan (Central).* 1962 ed. 1 Vol. (looseleaf). To be kept up to date by monthly service.

15. *Current West Pakistan Labour Code.* 1962 ed. 1 Vol. (looseleaf). To be kept up to date by monthly service.

16. *Handbook of Trade Union Legislation amended by Ordinance XIV of 1960 and Ordinance XI of 1961.* Corrected up to 15th January, 1962. Pp. 104.

Contains the Trade Unions Act, 1926 with commentary; the Central Trade Union Regulations, 1961; the East Pakistan Trade Union Regulations, 1961; the West Pakistan Trade Union Regulations, 1961.

17. *Handbook of Workmen's Compensation Legislation.* Pp. 128.

"This book contains a commentary on the Workmen's Compensation Act, 1923 along with the complete text of the Act."

18. *Law of Minimum Wages; Commentary on the Minimum Wages Ordinance, 1961, with the Complete Text of the Act.* Pp. 14.

19. *Law of Workmen's Compensation; containing the Text of the Workmen's Compensation Act, 1923 with Commentary making Clear to Employers and Workers their Rights and Duties under the Law.* Pp. 56.

20. *West Pakistan Factory Manual.* Pp. 136.

Labour Organization

21. BARBASH, JACK. *Labor's Grass Roots; a Study of the Local Union.* 1st ed. New York, Harper, 1961. Pp. 250.

Partial Contents: The Constitutional Basis of Local Union Government. The Union Meeting. The Business Agent. Leadership in the Factory Local. The Steward. Conflict and Controversy in Local Unions. A Profile of the Rank-and-File Member. Democracy and the Local Union.

22. FLANDERS, ALLAN. *Trade Unions.* [3d corr. ed.] London, Hutchinson University Library, 1960. Pp. 176.

A short handbook on the British trade union movement.

23. HUTT, ALLEN. *British Trade Unionism; a Short History.* [5th rev. and enl. ed.] London, Lawrence and Wishart ltd., 1962. Pp. 220.

24. *The Problems of Union Power.* vol. 1, ser. 1, 1961. Washington, Labor Policy Association, 1961. Pp. 136. Vol. 1, ser. 1 written by John M. Court.

The author, a graduate law student from William and Mary College, Williamsburg, Va., won the 1960 annual award of the Labor Policy Association (Washington, D.C.) for the best paper submitted on the subject of "The Problems of Union Power."

Labour Supply

25. GHANA. MANPOWER UNIT. *Survey of High-Level Manpower in Ghana, 1960.* Accra, Government Printing Department, 1961. Pp. 62.

Assesses the situation in Ghana with respect to the distribution and number of high-level manpower and projects the need for additional high-level manpower, occupation by occupation, for the period 1960 to 1965.

26. ROSENBERG, WOLFGANG. *Full Employment; can the New Zealand Economic Miracle last?* Wellington, A. H. & A. W. Reed, 1960. Pp. 118.

The author points out that a controlled economy has resulted in full employment in New Zealand. He explains why he thinks the policy of full employment is threatened.

27. THURSTON, J. L. *Human Resources and Manpower Planning in Tanganyika.* [New York? Ford Foundation? 1960] Pp. 24.

Report presented to the Minister of Education of Tanganyika. Sponsored by the Ford Foundation.

Labouring Classes

28. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Government Employment and Training Services in the United Kingdom.* London, 1961. Pp. [6].

Gives a brief account of services provided for adults, youth, foreigners and disabled persons by public employment offices in Great Britain.

29. GREAT BRITAIN. MINISTRY OF LABOUR. *Time Rates of Wages and Hours of Work, 1st April, 1962.* London, HMSO, 1962. Pp. 308.

30. JEPHCOTT, PEARL. *Married Women working,* by Pearl Jephcott, with Nancy Seear and John H. Smith, and under the direction of Professor Richard Titmuss. With a foreword by Richard Titmuss. London, Allen and Unwin, 1962. Pp. 208.

Based on two studies undertaken between 1954 and 1959 in Bermondsey, a suburb of London, England, and in Peek, Frean and Company, limited, the biscuit makers. The purpose was to discover what happens when married women go out to work. Some of the questions raised in the book were: Who went to work? Why did they work? How did the women manage their dual role of homekeeper and worker? Did their families suffer? How satisfactory was the married woman as an employee? How did Peek Frean's find the married woman as an employee?

31. National Council of Jewish Women. Cleveland Section. *Volunteer's Manual, Special Employment Program for Older Persons.* Conducted jointly by Cleveland Section, National Council of Jewish Women and the Jewish Vocational Service of Cleveland. Cleveland, Jewish Vocational Service [1961?] Pp. 12.

32. Reuther, Walter Philip. *Selected Papers.* Edited and with an introd. by Henry M. Christman. New York, Macmillan, 1961. Pp. 330.

Contains addresses, articles, Congressional testimony, and a television interview with Mr. Reuther which present Walter Reuther's concept of labour's role and responsibility in American society.

33. U.S. Bureau of Labor Statistics. *Labor in Brazil.* Washington, GPO, 1962. Pp. 35.

34. U.S. Bureau of Labor Statistics. *Labor in Colombia.* Washington, 1962. Pp. 54.

35. U.S. Department of Labor. Wage and Hour and Public Contracts Divisions. *Agriculture and the Child Labor Requirements of the Fair Labor Standards Act.* Rev. February 1962. Washington, GPO, 1962. Pp. 2.

36. U.S. President's Advisory Committee on Labor-Management Policy. *Free and Responsible Collective Bargaining and Industrial Peace; Report.* Washington, GPO, 1962. Pp. 12. Arthur J. Goldberg, former Secretary of Labor, chairman.

"Recommendations [in this report] concern use of factfinding procedures, utilization of third parties, the public mediation process, and the handling of critical and national emergency disputes."

Leave of Absence

37. Bureau of National Affairs, Washington, D.C. *Military Leave Practices.* Washington, 1962. Pp. 13.

38. U.S. Bureau of Labor Standards. *Time off for Voting under State Laws.* Washington, GPO, 1962. Pp. 22.

Occupations

39. U.S. Bureau of Apprenticeship and Training. *Selected Apprenticeship Schedules covering Industrial Plant and Equipment Maintenance Trades.* Rev. ed. Washington, 1962. Pp. 206.

40. U.S. Office of Education. *Mechanical Technology, Design and Production.* Washington, GPO, 1962. Pp. 29.

Tells something about the occupations involved in mechanical design technology and in production technology, and outlines job descriptions.

Teaching Machines

41. Cram, David. *Explaining "Teaching Machines" and Programming.* San Francisco, Fearon Publishers, 1961. Pp. 86.

Explains about teaching machines and programmed learning. The book is programmed like a teaching machine. Information is presented and the reader makes a response to indicate if he understands what he has read. The answer he makes directs him to the next page he is to read in the program.

42. Dolmatch, Theodore B., ed. *Revolution in Training; Programed Instruction in Industry.* Editors: Theodore B. Dolmatch, Elizabeth Marting [and] Robert E. Finley. New York, American Management Association, 1962. Pp. 160.

"Programmed instruction tries to get the learner to participate actively in the learning process." Describes how programmed instruction is used by General Telephone Company of California, Lever Brothers Company, International Business Machines Corporation and other companies.

Miscellaneous

43. Anderson, Nels. *Work and Leisure.* London, Routledge & Paul, 1961. Pp. 265.

This book attempts to examine the interrelationship between work and leisure as ways of using time.

44. Boczek, Boleslaw Adam. *Flags of Convenience; an International Legal Study.* Cambridge, Harvard University Press, 1962. Pp. 323.

"Thesis . . . submitted to the Department of Government of Harvard University in May 1960 . . . revised and brought up-to-date."

". . . The system of flags of convenience is . . . a form of competition in international navigation 'whereby some countries—chief amongst which are Panama, Honduras, Liberia and Costa Rica . . . allow the use of their flags by foreign shipping by a simple administrative formality, such as the mere registration or the grant of a certificate of registry.' "

Among other things, the author deals with the international legal aspects of foreign registry and gives the present size and composition of the various fleets.

45. Canada. Parliament. House of Commons. Standing Committee on Veterans Affairs, 1962. *Minutes of Proceedings and Evidence.* Ottawa, Queen's Printer, 1962. 1 Vol. (45p.). At head of title: House of Commons. 5th sess., 24th Parliament, 1962.

Deals with Bill C-80, an act to amend the Veterans' Land Act. Includes three reports to the House. G. W. Montgomery, chairman.

46. *Housing in the Northern Countries,* by the Ministry of Housing, Copenhagen [and others] Copenhagen [S. L. Mollers Bogtrykkeri] 1960. Pp. 148.

47. International Conference of Experts on Pneumoconiosis. 3rd, Sydney, 1950. *Record of Proceedings.* Geneva, International Labour Office, 1953. 2 vols.

The Conference defined Pneumoconiosis as a "diagnosable disease of the lungs produced by the inhalation of dust . . ."

The two volumes contain proceedings and papers presented to the Conference.

48. Scitovsky, Tibor. *Welfare and Competition; the Economics of a Fully Employed Economy.* Chicago, R. D. Irwin, 1951. Pp. 457.

"The aim of this book is to bring together price theory and welfare economics."

49. United Nations. Bureau of Social Affairs. *Sex and Age Patterns of Participation in Economic Activities.* New York, Dept. of Economic and Social Affairs, 1962. Pp. 81.

This report deals with "the principal demographic factors affecting the size and composition of the economically active population: sex, age, marital status and fertility."

50. United Nations. Economic Commission for Europe. *Statistics of World Trade in Steel, 1960.* Geneva, 1962. Pp. 39.

51. U.S. Bureau of the Census. *United States Census of Manufactures: 1958.* Washington, GPO, 1961. 3 vols. in 4.

Contents: v. 1. Summary Statistics. v. 2. Industry Statistics. Pt. 1. General Summary and Major Groups 20 to 28. Pt. 2. Major Groups 29 to 39. v. 3. Area Statistics.

New Year Messages

(*Continued from page 1388*)

It is to be hoped that the increase in prosperity will continue and increase so that we may reach the goal of practical full employment for those who wish to work to add to the well-being of Canada.

Railway Labour forces continue to be reduced in various departments and from various causes. Much of the reduction is brought about by automation, under which system many job opportunities have disappeared.

Wishing will not bring about improvements in our lot and action is necessary. It is my hope that Canada may take an increasingly prominent part in maintaining and securing peace throughout the world by wise counsel and substantial assistance to those less fortunate than we.

With a hope for a peaceful 1963 I extend to all my very sincere good wishes for your general welfare.

Conciliation and Other Proceedings

(*Continued from page 1392*)

previously appointed on the nomination of the company and union, respectively.

Settlement after Mediation after Board Procedure

Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions) and Brotherhood of Railroad Trainmen (L.G., Oct., p. 1152). The Minister of Labour appointed W. H. Dickie of Toronto as mediator on October 19, 1962. The mediator effected a settlement between the parties on October 27, 1962.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED NOVEMBER 17, 1962

(Estimates in thousands)

Source: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British
The Labour Force	6,612	606	1,848	2,420	1,140	598
Men	4,787	449	1,368	1,716	818	436
Women	1,825	157	480	704	322	162
14—19 years	602	69	195	188	107	43
20—24 years	827	89	275	265	135	63
25—44 years	3,005	253	848	1,120	507	277
45—64 years	1,967	176	482	760	352	197
65 years and over	211	19	48	87	39	18
Employed	6,270	552	1,724	2,338	1,097	559
Men	4,509	403	1,264	1,653	783	406
Women	1,761	149	460	685	314	153
Agriculture	597	37	115	160	265	20
Non-agriculture	5,673	515	1,609	2,178	832	539
Paid Workers	5,176	464	1,458	2,017	757	480
Men	3,585	329	1,035	1,389	490	342
Women	1,591	135	423	628	267	138
Unemployed	342	54	124	82	43	39
Men	278	46	104	63	35	30
Women	64	*	20	19	*	*
Persons Not in the Labour Force	5,695	630	1,681	1,877	959	539
Men	1,329	171	372	402	245	139
Women	4,366	468	1,309	1,475	714	400

*Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED NOVEMBER 17, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	12,307	1,847	3,578	970	3,677	910	1,325
Labour force	6,612	602	3,455	831	873	640	211
Employed	6,270	533	3,312	749	852	621	203
Unemployed	342	69	143	82	21	19	*
Not in labour force	5,695	1,245	123	139	2,804	270	1,114
Participation rate [2]							
1962, November 17	53.7	32.6	96.6	85.7	23.7	70.3	15.9
October 20	53.8	33.4	96.7	85.7	23.4	69.3	16.2
Unemployment rate[3]							
1962, November 17	5.2	11.5	4.1	9.9	2.4	3.0	*
October 20	4.3	9.9	3.4	8.0	1.7	2.7	*

[1] Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The labour force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

* Less than 10,000 unemployed.

TABLE A-3—UNEMPLOYED, WEEK ENDED NOVEMBER 17, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Nov. 1962	Oct. 1962	Nov. 1961
Total unemployed	342	283	349
On temporary layoff up to 30 days	18	16	18
Without work and seeking work	324	267	331
Seeking full-time work	305	257	307
Seeking part-time work	19	10	24
Seeking under 1 month	117	92	106
Seeking 1—3 months	125	95	122
Seeking 4—6 months	39	32	45
Seeking more than 6 months	43	48	58

TABLE A-4—DISTRIBUTION OF WORKERS ENTERING CANADA, BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

—	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1958 Total.....	8,497	6,745	1,229	2,229	11,501	5,071	513	17,476	9,388	429	63,078
1959 Total.....	7,784	5,459	999	2,107	9,740	4,965	371	12,792	8,940	394	53,551
1960 Total.....	8,261	5,860	1,223	2,152	8,763	5,321	667	13,551	7,482	293	53,573
1961 Total.....	7,592	4,232	574	1,241	6,557	2,341	155	8,076	3,982	59	34,809
1st 9 mos. 1961.....	5,983	3,402	460	978	5,081	2,020	137	6,654	3,110	47	27,872
1st 9 mos. 1962.....	7,088	3,800	379	907	4,449	1,590	146	7,608	2,504	35	28,506

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,653	746	17,463
1960—Total....	551	5,188	1,806	326	1,245	344	2,638	5,019	790	18,119
1961—Total....	545	5,348	1,862	285	1,225	356	2,737	5,475	827	18,884
1961—										
September...	46.3	464.6	162.0	.....	.....	.....	.....	.....	.....	1,657.7
October.....	46.3	463.0	159.0	.....	.....	.....	.....	.....	.....	1,644.9
November...	46.2	458.8	158.1	85.1	311.5	89.9	712.2	1,413.5	211.9	1,625.1
December...	45.5	451.3	152.0	.....	.....	.....	.....	.....	.....	1,585.8
1962—										
January	45.8	450.7	151.2	.....	.....	.....	.....	.....	.....	1,565.7
February....	45.2	455.9	152.1	68.2	255.6	89.7	687.7	1,421.5	212.0	1,575.7
March	45.6	461.1	150.3	.....	.....	.....	.....	.....	.....	1,590.5
April.....	45.1	469.0	153.8	.....	.....	.....	.....	.....	.....	1,618.8
May.....	47.0	481.7	160.1	65.7	333.2	93.3	718.1	1,475.0	218.1	1,677.1
June.....	48.2	492.1	161.6	.....	.....	.....	.....	.....	.....	1,726.2
July.....	48.7	485.0	165.7	.....	.....	.....	.....	.....	.....	1,711.5
August*.....	48.3	490.6	166.9	85.3	397.9	98.2	726.1	1,456.8	222.2	1,725.1
September†..	47.6	497.2	164.5	.....	.....	.....	.....	.....	.....	1,748.3

[1]Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2]Includes post office wages and salaries.

[3]Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at September 1962 employers in the principal non-agricultural industries reported a total employment of 3,017,379. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1957	122.6	158.1	67.93	115.8	159.1	69.94
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	181.8	78.11	108.9	183.6	80.73
1961—						
September	123.3	183.3	78.75	112.8	184.6	81.15
October	122.9	183.9	79.02	112.1	186.0	81.79
November	121.6	183.5	78.82	110.9	186.2	81.87
December	117.8	179.4	77.08	107.9	182.3	80.16
1962—						
January	115.2	184.5	79.27	108.5	187.1	82.28
February	114.7	186.7	80.21	108.9	188.2	82.74
March	115.2	187.2	80.41	109.6	189.3	83.23
April	116.7	186.7	80.21	110.4	189.0	83.11
May	121.3	188.1	80.79	113.7	190.4	83.72
June	125.0	188.7	81.05	116.4	190.4	83.72
July	125.8	188.3	80.90	115.5	189.1	83.13
August*	127.0	188.1	80.80	117.6	187.9	82.62
September†	126.4	189.4	81.37	117.5	190.7	83.86

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Sept. 1962	Aug. 1962	Sept. 1961	Sept. 1962	Aug. 1962	Sept. 1961
				$	$	$
Provinces						
Newfoundland	150.2	148.1	147.1	73.61	73.26	69.77
Prince Edward Island	159.0	161.1	147.3	55.16	56.45	56.53
Nova Scotia	98.5	99.0	98.5	66.06	66.20	64.23
New Brunswick	107.9	110.3	110.4	64.78	65.09	63.08
Quebec	126.5	127.2	124.1	78.65	78.16	75.84
Ontario	126.7	126.6	122.3	84.69	84.18	81.82
Manitoba	116.6	117.8	115.4	77.64	76.50	74.56
Saskatchewan	133.0	135.8	132.3	78.14	77.67	75.17
Alberta (including Northwest Territories)	167.3	169.4	163.7	83.22	82.03	82.70
British Columbia (including Yukon)	121.8	123.5	117.9	87.86	86.96	86.00
Canada	**126.4**	**127.0**	**123.3**	**81.37**	**80.80**	**78.75**
Urban areas						
St. John's	153.4	155.2	151.1	61.81	61.30	57.27
Sydney	80.7	79.3	81.1	80.98	79.65	74.54
Halifax	125.8	124.2	125.1	67.23	68.10	65.77
Moncton	108.1	111.1	108.9	62.66	62.47	61.39
Saint John	106.6	106.2	110.3	65.47	66.16	63.22
Chicoutimi—Jonquiere	110.4	114.1	113.1	99.86	97.76	96.06
Quebec	125.3	125.2	120.1	70.37	69.69	68.05
Sherbrooke	112.4	111.1	112.0	69.46	68.61	66.33
Shawinigan	84.9	88.2	107.1	87.72	87.65	83.66
Three Rivers	117.0	120.4	115.4	76.03	74.95	74.77
Drummondville	84.2	83.7	83.3	67.09	66.06	62.31
Montreal	129.5	129.4	126.4	80.94	80.40	77.91
Ottawa—Hull	136.3	139.9	133.8	76.51	76.15	73.70
Kingston	119.2	122.1	119.0	80.19	79.72	77.39
Peterborough	94.9	98.3	91.0	91.84	89.54	87.05
Oshawa	187.3	140.6	119.3	94.98	94.50	87.05
Toronto	140.0	139.7	134.7	85.26	85.12	82.57
Hamilton	115.3	114.5	110.4	90.79	90.75	88.02
St. Catharines	117.4	115.6	112.5	92.55	92.32	87.70
Niagara Falls	109.8	114.9	114.1	78.23	77.32	78.22
Brantford	88.2	85.8	80.8	75.81	74.85	72.77
Guelph	129.8	128.2	124.3	77.40	76.73	74.05
Galt	116.3	116.7	106.6	73.42	72.69	71.22
Kitchener	134.9	133.4	125.3	78.04	77.51	75.05
Sudbury	141.5	144.4	147.7	93.37	92.37	92.60
Timmins	89.3	90.8	90.8	73.67	73.26	71.87
London	138.7	138.0	134.1	78.11	77.71	76.61
Sarnia	127.5	129.5	131.8	104.06	103.83	101.89
Windsor	75.3	75.0	74.1	90.13	90.09	88.58
Sault Ste. Marie	148.7	153.8	146.7	103.24	102.38	99.07
Fort William—Port Arthur	111.2	113.8	112.3	84.08	81.70	81.13
Winnipeg	114.7	115.0	113.7	73.92	73.00	71.23
Regina	145.9	147.3	142.5	76.82	76.17	73.82
Saskatoon	145.9	146.4	145.6	73.05	72.07	70.10
Edmonton	211.6	213.2	201.1	78.08	77.72	77.22
Calgary	183.4	186.2	177.3	82.33	81.52	78.53
Vancouver	118.2	119.7	114.3	86.07	85.36	84.28
Victoria	121.0	122.2	113.4	79.78	79.13	75.84

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Sept. 1962	Aug. 1962	Sept. 1961	Sept. 1962	Aug. 1962	Sept. 1961
				$	$	$
Mining	**118.1**	**120.7**	**118.5**	**99.04**	**98.39**	**96.32**
Metal mining	133.1	136.2	132.7	99.42	100.17	98.19
Gold	68.6	69.9	70.0	80.59	81.57	80.18
Other metal	193.1	197.8	191.3	105.64	106.28	104.33
Fuels	82.3	82.9	85.4	105.04	102.99	97.81
Coal	39.1	37.7	42.9	79.63	75.58	72.62
Oil and natural gas	258.8	267.8	267.7	120.73	118.75	115.09
Non-metal	155.4	161.6	150.7	88.21	84.72	86.35
Manufacturing	**117.5**	**117.6**	**112.8**	**83.86**	**82.62**	**81.15**
Durable goods	120.6	119.5	112.5	91.25	89.49	88.24
Non-durable goods	115.0	116.0	113.0	77.35	76.69	75.21
Food and beverages	129.9	134.5	129.6	69.95	69.88	68.81
Meat products	135.9	137.9	140.2	82.77	82.49	81.01
Canned and preserved fruits and vegetables	205.4	221.8	201.5	52.80	54.06	54.14
Grain mill products	99.5	99.9	104.5	83.21	82.48	80.92
Bread and other bakery products	112.5	113.8	112.1	70.12	69.69	68.49
Distilled and malt liquors	96.2	97.5	100.5	102.27	101.40	98.08
Tobacco and tobacco products	80.5	81.1	80.6	86.04	86.72	81.89
Rubber products	109.5	108.4	102.9	87.05	85.92	85.92
Leather products	89.6	89.4	88.9	57.00	56.38	55.77
Boots and shoes (except rubber)	96.7	96.6	94.7	54.62	54.31	52.88
Other leather products	76.8	76.3	78.9	62.43	61.11	61.86
Textile products (except clothing)	83.6	82.8	80.2	67.76	66.71	65.52
Cotton yarn and broad woven goods	75.1	74.6	74.8	64.76	63.39	63.22
Woollen goods	63.0	63.7	62.4	63.37	62.79	61.75
Synthetic textiles and silk	93.6	92.8	85.1	73.81	72.93	71.22
Clothing (textile and fur)	96.1	95.4	94.1	53.24	52.71	51.90
Men's clothing	99.5	98.6	95.0	52.08	50.92	51.00
Women's clothing	104.6	103.5	104.7	54.49	55.02	53.20
Knit goods	75.8	75.3	74.1	52.73	52.20	51.18
Wood products	112.1	114.6	108.6	73.87	71.20	71.57
Saw and planing mills	114.1	118.2	111.8	75.52	72.30	73.36
Furniture	121.7	120.1	114.1	73.01	71.22	70.45
Other wood products	82.8	85.7	82.4	64.79	63.46	62.71
Paper products	130.1	131.3	127.4	99.15	97.84	95.47
Pulp and paper mills	130.7	132.6	128.2	107.11	105.13	102.90
Other paper products	128.8	128.1	125.6	79.79	79.75	77.70
Printing, publishing and allied industries	126.9	125.7	125.5	91.79	90.82	88.79
Iron and steel products	113.4	112.9	104.5	96.48	95.30	93.40
Agricultural implements	59.7	55.0	47.1	99.21	97.55	95.89
Fabricated and structural steel	161.6	164.4	153.4	99.81	95.41	94.18
Hardware and tools	110.4	109.9	102.6	85.11	83.51	82.88
Heating and cooking appliances	110.1	110.2	104.2	84.54	81.90	81.36
Iron castings	97.7	97.3	95.0	91.81	90.61	90.73
Machinery, industrial	131.1	129.5	117.7	93.56	91.18	88.63
Primary iron and steel	129.8	130.2	121.1	109.61	109.35	106.13
Sheet metal products	124.2	126.6	107.1	94.90	97.38	93.05
Wire and wire products	111.9	111.2	110.8	95.02	94.96	94.71
Transportation equipment	113.3	105.9	100.5	96.65	94.15	92.66
Aircraft and parts	248.8	250.2	254.5	97.51	97.38	96.13
Motor vehicles	113.2	86.2	79.7	109.26	109.69	107.04
Motor vehicle parts and accessories	116.6	111.4	102.0	94.38	93.16	89.00
Railroad and rolling stock equipment	57.2	56.5	56.6	87.03	84.47	84.70
Shipbuilding and repairing	147.1	148.2	131.7	91.29	90.42	84.83
Non-ferrous metal products	126.2	130.3	127.1	95.44	94.29	93.66
Aluminum products	144.3	148.5	145.2	92.70	92.53	90.37
Brass and copper products	103.6	105.4	105.9	92.17	90.81	90.89
Smelting and refining	139.1	146.7	143.5	104.09	102.23	101.33
Electrical apparatus and supplies	153.4	151.6	138.7	91.18	89.20	89.32
Heavy electrical machinery	112.2	111.6	102.4	99.86	97.24	96.22
Telecommunication equipment	281.2	275.9	241.8	87.28	86.55	86.32
Non-metallic mineral products	147.7	150.3	147.7	90.36	89.32	86.44
Clay products	96.5	98.5	93.6	81.08	79.63	78.20
Glass and glass products	131.2	130.7	159.8	87.60	84.67	82.97
Products of petroleum and coal	139.5	143.2	136.9	120.97	120.87	115.73
Petroleum refining and products	141.4	145.1	139.8	122.16	122.16	116.30
Chemical products	132.4	133.0	132.5	99.08	98.00	96.18
Medicinal and pharmaceutical preparations	123.1	122.7	120.6	86.62	86.28	83.98
Acids, alkalis and salts	144.1	146.1	155.1	114.43	110.25	107.03
Other chemical products	132.0	132.6	130.4	98.17	97.61	96.05
Miscellaneous manufacturing industries	149.8	149.0	144.3	74.14	73.03	71.85
Construction	**141.7**	**146.0**	**140.6**	**88.88**	**88.59**	**84.75**
Building and general engineering	137.8	141.4	134.1	96.40	94.75	92.39
Highways, bridges and streets	148.1	153.6	151.6	77.17	77.58	73.40
Electric and Motor transportation	142 9	142.2	140.2	86 77	86 84	83 14
Service	**161.4**	**167.4**	**155.8**	**57.26**	**56.84**	**55.23**
Hotels and restaurants	139.5	145.0	135.4	43.19	42.99	42.29
Laundries and dry cleaning plants	132.8	134.4	127.8	50.71	49.87	48.81
Industrial composite	**126.4**	**127.0**	**123.3**	**81.37**	**80.80**	**78.75**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly Rated Wage-Earners)

SOURCE: *Man-hours and Hourly Earnings*, D.B.S.

NOTE: Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings D.B.S. (The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings		
	September 1962	August 1962	September 1961	September 1962	August 1962	September 1961
Newfoundland	38.4	39.7	37.9	1.68	1.61	1.66
Nova Scotia	39.9	41.0	40.1	1.64	1.60	1.58
New Brunswick	40.1	41.7	40.6	1.56	1.53	1.57
Quebec	42.5	42.0	42.4	1.69	1.68	1.65
Ontario	41.5	41.1	41.5	1.97	1.95	1.90
Manitoba	40.6	40.2	40.1	1.76	1.75	1.73
Saskatchewan	38.6	38.4	39.2	1.97	1.96	1.94
Alberta[1]	39.9	40.2	39.8	1.97	1.96	1.98
British Columbia[2]	37.9	37.3	38.0	2.27	2.27	2.22

[1] Includes Northwest Territories.

[2] Includes Yukon Territory.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1957	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Last Pay Period in:					
1961 September	41.3	1.81	75.00	179.7	139.1
October	41.2	1.84	75.69	181.3	139.8
November	46.2	1.84	75.64	181.2	139.6
December	38.8	1.88	72.85	174.5	134.6
1962 January	40.6	1.86	75.47	180.8	139.3
February	40.8	1.86	75.99	182.1	140.4
March	41.0	1.87	76.68	183.7	141.0
April	40.6	1.89	76.50	183.3	140.9
May	41.0	1.89	77.51	185.7	142.3
June	41.1	1.88	77.52	185.7	141.8
July	41.0	1.87	76.72	183.8	139.9
August*	41.0	1.86	76.17	182.5	139.3
September†	41.3	1.88	77.55	185.8	141.3

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1962	Aug. 1962	Sept. 1961	Sept. 1962	Aug. 1962	Sept. 1961	Sept. 1962	Aug. 1962	Sept. 1961
	no.	no.	no.	$	$	$	$	$	$
Mining	**41.6**	**41.8**	**41.9**	**2.19**	**2.18**	**2.13**	**91.34**	**91.27**	**89.44**
Metal mining	41.1	42.1	42.1	2.28	2.26	2.22	93.88	95.13	93.28
Gold	41.8	43.3	42.6	1.78	1.75	1.75	74.39	75.92	71.62
Other metal	40.9	41.7	41.9	2.47	2.45	2.39	100.82	101.99	100.07
Fuels	41.4	39.6	39.5	2.09	2.10	2.01	86.51	83.35	79.59
Coal	42.4	39.8	38.9	1.84	1.83	1.78	78.05	73.05	69.22
Oil and natural gas	39.9	39.3	40.6	2.51	2.52	2.37	100.31	98.89	96.09
Non-metal	43.8	43.1	44.0	1.96	1.94	1.93	85.99	83.52	85.10
Manufacturing	**41.3**	**41.0**	**41.3**	**1.88**	**1.86**	**1.81**	**77.55**	**76.17**	**75.00**
Durable goods	42.0	41.4	41.7	2.05	2.03	1.99	85.84	83.87	82.82
Non-durable goods	40.8	40.7	41.0	1.72	1.70	1.66	69.95	69.28	68.22
Food and beverages	40.1	40.8	40.8	1.57	1.55	1.53	62.80	63.25	62.52
Meat Products	40.9	40.5	40.9	1.92	1.92	1.88	78.50	78.06	76.78
Canned and preserved fruits and vegetables	40.2	42.6	43.9	1.18	1.16	1.14	47.24	49.36	50.26
Grain mill products	41.9	41.8	42.8	1.83	1.83	1.81	76.73	76.47	77.43
Bread and other bakery products	41.3	41.5	41.3	1.55	1.54	1.50	64.00	63.98	61.78
Distilled liquors	41.1	41.4	40.9	2.18	2.15	2.07	89.61	89.01	84.70
Malt liquors	39.8	39.7	39.0	2.37	2.34	2.34	94.24	92.74	91.29
Tobacco and tobacco products	39.8	40.2	40.0	2.00	2.01	1.90	79.76	80.77	76.19
Rubber products	42.3	41.6	42.8	1.94	1.91	1.89	81.80	79.42	80.94
Leather products	40.8	40.9	41.5	1.28	1.27	1.24	52.42	52.00	51.49
Boots and shoes (except rubber)	40.8	40.9	41.2	1.23	1.22	1.19	50.33	50.03	48.84
Other leather products	40.9	40.7	42.2	1.40	1.39	1.35	57.13	56.58	57.17
Textile products (except clothing)	43.1	42.6	43.0	1.43	1.42	1.38	61.71	60.52	59.39
Cotton yarn and broad woven goods	41.6	40.8	42.0	1.47	1.46	1.41	60.91	59.49	59.44
Woollen goods	43.7	43.6	43.6	1.33	1.32	1.30	57.97	57.68	56.64
Synthetic textiles and silk	44.1	43.8	44.0	1.52	1.51	1.45	67.09	66.07	63.87
Clothing (textile and fur)	39.4	39.1	39.6	1.23	1.23	1.19	48.56	47.88	47.19
Men's clothing	39.4	38.7	39.4	1.22	1.21	1.19	47.95	46.70	46.79
Women's clothing	37.6	37.7	38.2	1.32	1.33	1.27	49.82	49.99	48.45
Knit goods	41.8	41.9	41.9	1.14	1.14	1.11	47.71	47.63	46.36
*Wood products	42.5	41.5	42.3	1.67	1.64	1.62	71.01	68.01	68.53
Saw and planing mills	41.5	40.5	41.4	1.78	1.73	1.72	73.70	70.16	71.40
Furniture	44.9	43.6	44.3	1.53	1.52	1.49	68.63	66.26	65.85
Other wood products	42.9	42.4	42.8	1.39	1.38	1.34	59.70	58.67	57.52
Paper products	41.5	41.4	41.5	2.26	2.24	2.17	93.84	92.56	90.10
Pulp and paper mills	41.5	41.3	41.5	2.45	2.41	2.34	101.41	99.48	97.05
Other paper products	41.7	41.7	41.7	1.77	1.77	1.71	73.58	73.67	71.49
Printing, publishing and allied industries	39.2	38.7	39.5	2.32	2.32	2.25	91.13	89.66	89.07
*Iron and Steel products	41.8	41.5	41.6	2.19	2.19	2.14	91.76	90.84	89.02
Agricultural implements	41.1	41.0	39.2	2.21	2.14	2.14	91.01	87.73	83.69
Fabricated and structural steel	42.6	41.4	41.0	2.18	2.14	2.10	92.96	88.36	86.20
Hardware and tools	43.4	42.9	42.8	1.82	1.81	1.79	78.91	77.36	76.48
Heating and cooking appliances	42.3	41.5	42.4	1.86	1.84	1.81	78.45	76.61	76.77
Iron castings	42.3	42.0	42.8	2.08	2.07	2.04	88.10	87.17	87.30
Machinery, industrial	43.2	41.8	41.8	2.06	2.05	1.99	89.09	85.56	83.47
Primary iron and steel	39.7	40.0	40.2	2.63	2.62	2.54	104.36	104.71	102.16
Sheet metal products	42.5	43.6	42.8	2.13	2.18	2.09	90.45	94.88	89.55
Wire and wire products	42.0	41.7	42.5	2.15	2.17	2.11	90.12	90.36	89.49
*Transportation equipment	41.2	40.7	40.7	2.20	2.18	2.12	90.87	88.84	86.48
Aircraft and parts	40.9	40.8	41.7	2.15	2.16	2.11	88.12	88.18	88.08
Motor vehicles	41.5	40.9	42.0	2.44	2.44	2.35	101.29	99.88	98.53
Motor vehicle parts and accessories	41.8	41.1	39.7	2.13	2.11	2.08	88.77	86.86	82.61
Railroad and rolling stock equipment	40.6	39.5	39.7	2.10	2.08	2.08	85.14	82.32	82.62
Shipbuilding and repairing	41.1	41.1	40.3	2.19	2.19	2.07	89.97	89.90	83.35
*Non-ferrous metal products	41.0	40.4	41.0	2.17	2.17	2.14	89.00	87.82	87.65
Aluminum products	42.3	42.5	42.7	1.94	1.93	1.88	82.07	81.89	80.23
Brass and copper products	41.8	41.8	42.6	2.08	2.06	2.02	87.16	86.17	86.21
Smelting and refining	40.2	39.3	39.8	2.42	2.43	2.39	97.31	95.65	95.12
*Electrical apparatus and supplies	42.1	41.0	42.0	1.93	1.91	1.89	81.21	78.21	79.53
Heavy electrical machinery and equipment	42.8	41.4	41.8	2.16	2.14	2.08	92.38	88.46	87.25
Telecommunication equipment	41.4	40.7	41.7	1.74	1.73	1.73	71.98	70.41	72.11
Refrigerators, vacuum cleaners and appliances	41.0	40.0	40.9	1.96	1.94	1.91	80.20	77.69	77.92
Wire and cable	43.2	42.1	43.3	2.17	2.13	2.12	94.03	89.57	91.70
Miscellaneous electrical products	42.1	41.0	42.3	1.83	1.81	1.82	77.22	74.10	76.78
*Non-metallic mineral products	44.3	43.9	43.7	1.93	1.92	1.87	85.48	84.44	81.72
Clay products	43.8	43.5	43.2	1.73	1.75	1.70	75.85	76.00	73.36
Glass and glass products	41.8	40.4	41.4	1.94	1.90	1.88	80.88	76.57	77.61
Products of petroleum and coal	41.2	41.7	40.4	2.65	2.65	2.56	109.05	110.56	103.32
Petroleum refining and products	41.1	41.7	40.3	2.68	2.69	2.58	110.46	112.14	103.80
Chemical products	41.2	40.8	41.2	2.11	2.08	2.04	86.76	84.87	84.32
Medicinal and pharmaceutical preparations	40.0	39.9	40.3	1.63	1.62	1.56	65.20	64.62	63.09
Acids, alkalis and salts	42.2	40.6	40.6	2.45	2.40	2.37	103.45	97.39	96.36
Miscellaneous manufacturing industries	42.2	41.6	42.1	1.54	1.53	1.49	64.91	63.64	62.61
Professional and scientific equipment	40.9	40.1	41.3	1.87	1.86	1.84	76.62	74.48	76.03
Construction	**42.7**	**42.6**	**42.5**	**2.05**	**2.05**	**1.96**	**87.52**	**87.19**	**83.41**
Building and general engineering	42.0	42.0	42.2	2.25	2.24	2.14	94.56	94.04	90.48
Highways, bridges and streets	43.8	43.8	43.0	1.71	1.71	1.66	74.79	74.73	71.28
Electric and motor transportation	44.2	44.4	43.6	1.97	1.97	1.90	87.17	87.59	82.63
Service	**37.8**	**38.4**	**38.6**	**1.11**	**1.09**	**1.07**	**42.10**	**41.89**	**41.36**
Hotels and restaurants	37.2	38.2	38.4	1.07	1.04	1.04	39.82	39.82	39.82
Laundries and dry cleaning plants	40.5	40.2	40.3	1.06	1.05	1.04	42.99	42.32	41.83

*Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 1089, September issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
November 1957	13,327	11,209	24,536	326,568	107,176	433,744
November 1958	11,579	9,752	21,331	329,050	126,341	455,391
November 1959	15,201	12,674	27,875	365,031	137,855	502,886
November 1960	15,932	10,799	26,731	393,856	144,123	537,979
November 1961	17,462	15,940	33,402	329,306	124,966	454,272
December 1961	11,402	10,866	22,268	478,470	136,566	615,036
January 1962	11,428	12,069	23,497	570,061	161,094	731,155
February 1962	12,308	13,073	25,381	585,555	161,992	747,547
March 1962	15,184	15,359	30,543	579,641	158,342	737,983
April 1962	25,557	18,868	44,425	496,099	146,551	642,650
May 1962	22,026	20,999	43,025	329,391	126,461	455,852
June 1962	22,436	20,672	43,108	237,747	119,561	357,308
July 1962	22,872	17,895	40,767	224,452	113,407	337,859
August 1962	21,214	21,256	42,470	198,639	96,606	295,245
September 1962	20,197	20,658	40,855	188,844	97,890	286,734
October 1962(a)	20,137	17,399	37,536	232,316	105,488	337,804
November 1962(a)	22,077	19,204	41,281	328,801	127,955	456,756

(a) Subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1958-1961, AND DURING MONTH, OCTOBER 1961-OCTOBER 1962.

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1958	2,790,412	1,012,974	620,394	375,245	548,663	291,466
1959	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1961—October	262,415	94,783	78,281	39,501	70,797	31,679
November	328,443	108,175	83,750	38,498	70,353	28,162
December	361,979	91,992	62,933	36,436	61,219	35,284
1962—January	343,460	109,466	57,373	35,946	49,668	26,878
February	244,177	75,220	56,595	30,459	48,546	22,688
March	250,908	81,800	60,933	37,064	50,161	27,365
April	226,940	79,051	82,893	40,026	65,841	29,194
May	239,245	95,925	117,362	51,441	107,811	38,595
June	231,507	100,426	92,346	48,564	86,218	39,253
July	251,079	114,963	97,147	56,863	85,399	49,523
August	236,921	104,366	102,784	63,558	89,871	50,865
September	R220,755	R98,476	96,217	50,615	91,653	42,692
October	(a)272,614	(a)103,871	101,603	45,949	89,619	38,324

(a)Preliminary.

R—Revised.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING OCTOBER 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from October 1961
Agriculture, Fishing, Trapping	**14,828**	**5,980**	**20,808**	**+ 9,485**
Forestry	**3,861**	**29**	**3,890**	**+ 714**
Mining, Quarrying and Oil Wells	**810**	**50**	**860**	**+ 47**
Metal Mining	338	12	350	− 48
Fuels	257	17	274	+ 84
Non-Metal Mining	92	1	93	− 25
Quarrying, Clay and Sand Pits	55	0	55	+ 3
Prospecting	68	20	88	+ 33
Manufacturing	**16,652**	**9,254**	**25,906**	**+ 4,434**
Foods and Beverages	1,909	2,118	4,027	+ 414
Tobacco and Tobacco Products	5	28	33	− 30
Rubber Products	153	95	248	0
Leather Products	254	464	718	+ 189
Textile Products (except clothing)	588	433	1,021	+ 148
Clothing (textile and fur)	535	1,794	2,329	+ 104
Wood Products	2,182	242	2,424	+ 842
Paper Products	889	463	1,352	− 93
Printing, Publishing and Allied Industries	861	689	1,550	+ 252
Iron and Steel Products	3,093	489	3,582	+ 691
Transportation Equipment	2,523	283	2,806	+ 513
Non-Ferrous Metal Products	625	234	859	+ 41
Electrical Apparatus and Supplies	861	647	1,508	+ 435
Non-Metallic Mineral Products	680	143	823	+ 243
Products of Petroleum and Coal	29	12	41	− 38
Chemical Products	543	399	942	+ 194
Miscellaneous Manufacturing Industries	922	721	1,643	+ 529
Construction	**16,936**	**224**	**17,160**	**+ 3,677**
General Contractors	11,627	132	11,759	+ 2,609
Special Trade Contractors	5,309	92	5,401	+ 1,068
Transportation, Storage and Communication	**7,958**	**319**	**8,277**	**+ 1,082**
Transportation	7,319	151	7,470	+ 944
Storage	499	60	559	+ 84
Communication	140	108	248	+ 54
Public Utility Operation	**428**	**51**	**479**	**+ 121**
Trade	**10,432**	**7,147**	**17,579**	**+ 1,348**
Wholesale	4,149	1,510	5,659	+ 603
Retail	6,283	5,637	11,920	+ 745
Finance, Insurance and Real Estate	**529**	**949**	**1,478**	**+ 289**
Service	**17,185**	**14,321**	**31,506**	**+ 4,270**
Community or Public Service	1,015	1,571	2,586	+ 619
Government Service	8,923	627	9,550	+ 2,118
Recreation Service	447	194	641	− 69
Business Service	1,114	830	1,944	− 379
Personal Service	5,686	11,099	16,785	+ 1,981
GRAND TOTAL	**89,619**	**38,324**	**127,943**	**+25,467**

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX, AS AT OCTOBER 31, 1962

(Subject to revision)

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers	7,571	1,858	9,429
Clerical Workers	15,711	42,874	58,585
Sales Workers	7,068	12,478	19,546
Personal and Domestic Service Workers	28,631	20,050	48,681
Seamen	1,177	15	1,192
Agriculture, Fishing, Forestry (Ex. log.)	5,109	197	5,306
Skilled and Semi-Skilled Workers	92,150	12,738	104,888
Food and kindred products (incl. tobacco)	1,080	379	1,459
Textiles, clothing, etc.	2,183	7,221	9,404
Lumber and lumber products	7,598	87	7,685
Pulp, paper (incl. printing)	1,093	436	1,529
Leather and leather products	996	957	1,953
Stone, clay and glass products	267	23	290
Metalworking	9,636	627	10,263
Electrical	1,680	666	2,346
Transportation equipment	880	22	902
Mining	1,558	.....	1,558
Construction	20,872	3	20,875
Transportation (except seamen)	17,895	86	17,981
Communications and public utility	462	1	463
Trade and service	4,152	1,349	5,501
Other skilled and semi-skilled	16,082	649	16,731
Foremen	1,891	220	2,111
Apprentices	3,825	12	3,837
Unskilled Workers	74,899	15,278	90,177
Food and tobacco	2,518	3,278	5,796
Lumber and lumber products	7,571	241	7,812
Metalworking	4,131	361	4,492
Construction	35,084	.....	35,084
Other unskilled workers	25,595	11,398	36,993
Grand Total	**232,316**	**105,488**	**337,804**

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT OCTOBER 31, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations	
	a) Oct. 31, 1962	Previous Year Oct. 31, 1961
Newfoundland	**8,350**	**7,783**
Corner Brook	1,713	1,487
Grand Falls	974	439
St. John's	5,663	5,857
Prince Edward Island	**1,216**	**1,103**
Charlottetown	762	674
Summerside	454	429
Nova Scotia	**13,958**	**14,649**
Amherst	452	500
Bridgewater	629	586
Halifax	4,310	3,946
Inverness	256	222
Kentville	916	788
Liverpool	347	421
New Glasgow	1,294	1,198
Springhill	609	647
Sydney	2,974	3,573
Sydney Mines	626	1,054
Truro	720	873
Yarmouth	825	841
New Brunswick	**12,342**	**11,028**
Bathurst	1,140	858
Campbellton	908	737
Edmundston	566	641
Fredericton	1,308	1,015
Minto	342	349
Moncton[2]	3,148	2,649
Newcastle	1,041	858
Saint John	2,644	2,317
St. Stephen	407	921
Sussex	396	240
Woodstock	442	443
Québec	**105,956**	**107,754**
Alma	1,830	1,415
Asbestos	367	387
Baie Comeau	541	436
Beauharnois	702	750
Buckingham	448	568
Causapscal	676	790
Chandler	972	780
Chicoutimi	2,051	1,833
Cowansville	264	456
Dolbeau	926	777
Drummondville	1,363	1,290
Farnham	385	297
Forestville	225	339
Gaspé	553	450
Granby	1,602	1,407
Hull	2,232	2,031
Joliette	2,280	2,106
Jonquière	2,071	1,985
Lachute	595	488
La Malbaie	661	621
La Tuque	635	707
Lévis	1,454	1,603
Louiseville	489	577
Magog	450	331
Maniwaki	327	352
Matane	554	786
Mégantic	593	447
Mont-Laurier	400	462
Montmagny	776	905
Montréal	40,527	44,537
New Richmond	610	650
Port Alfred	652	642
Québec	7,882	7,214
Rimouski	1,318	1,815
Rivière-du-Loup	1,627	1,391
Roberval	857	927
Rouyn	1,915	1,645
Ste. Agathe des Monts	425	540
Ste. Anne de Bellevue	538	589
Ste. Thérèse	1,417	1,275
St. Hyacinthe	946	1,120
St. Jean	1,610	1,413
St. Jérôme	1,140	1,049
Sept-Îles	1,143	1,140
Shawinigan	3,000	2,937
Sherbrooke	2,869	3,073
Québec—Concluded		
Sorel	1,053	1,406
Thetford Mines	1,210	882
Trois-Rivières	3,002	2,822
Val d'Or	1,131	1,386
Valleyfield	1,348	1,253
Victoriaville	1,489	1,320
Ville St. Georges	1,825	1,352
Ontario	**109,966**	**120,134**
Arnprior	180	238
Barrie	826	939
Belleville	956	1,282
Bracebridge	511	517
Brampton	796	831
Brantford	1,513	2,386
Brockville	402	423
Carleton Place	142	149
Chatham	1,240	1,468
Cobourg	534	652
Collingwood	419	444
Cornwall	1,824	2,101
Elliot Lake	354	555
Fort Erie	435	486
Fort Frances	303	389
Fort William	1,426	1,521
Galt	1,188	1,125
Gananoque	160	235
Goderich	315	340
Guelph	814	1,277
Hamilton	8,576	9,715
Hawkesbury	390	367
Kapuskasing	762	860
Kenora	550	535
Kingston	1,363	1,867
Kirkland Lake	586	916
Kitchener	1,391	1,728
Leamington	669	688
Lindsay	436	415
Listowel	145	161
London	3,470	3,161
Long Branch	2,211	2,664
Midland	454	441
Napanee	317	310
New Liskeard	258	.....
Newmarket	785	876
Niagara Falls	1,295	1,494
North Bay	1,082	1,112
Oakville	579	693
Orillia	613	607
Oshawa	4,726	3,982
Ottawa	4,399	4,032
Owen Sound	791	678
Parry Sound	364	270
Pembroke	1,157	1,323
Perth	335	349
Peterborough	2,104	2,251
Picton	182	185
Port Arthur	1,607	2,422
Port Colborne	934	629
Prescott	336	486
Renfrew	244	261
St. Catharines	2,538	2,862
St. Thomas	594	741
Sarnia	1,837	1,956
Sault Ste. Marie	1,778	1,613
Simcoe	839	609
Sioux Lookout	136	162
Smiths Falls	353	345
Stratford	487	535
Sturgeon Falls	595	678
Sudbury	3,681	2,631
Tillsonburg	492	315
Timmins	1,122	1,622
Toronto	26,176	29,719
Trenton	544	432
Walkerton	339	370
Wallaceburg	280	436
Welland	1,657	1,595
Weston	2,407	2,884
Windsor	6,189	7,043
Woodstock	473	750

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT OCTOBER 31, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations	
	(1) Oct. 31, 1962	Previous Year Oct. 31, 1961
Manitoba	**14,255**	**15,858**
Brandon	973	1,189
Dauphin	560	690
Flin Flon	170	182
Portage la Prairie	501	581
The Pas	258	299
Winnipeg	11,793	12,917
Saskatchewan	**8,541**	**10,760**
Estevan	158	279
Lloydminster	132	231
Moose Jaw	748	850
North Battleford	444	495
Prince Albert	1,145	1,153
Regina	2,357	3,051
Saskatoon	2,316	2,523
Swift Current	270	450
Weyburn	149	272
Yorkton	822	1,456
Alberta	**19,654**	**19,997**
Blairmore	465	205
Calgary	7,399	6,992
Drumheller	241	253
Edmonton	7,961	8,149
Edson	294	384
Grande Prairie	445	650
Lethbridge	1,324	1,440
Medicine Hat	764	1,022
Red Deer	761	902

Office	Registrations	
	(1) Oct. 31, 1962	Previous Year Oct. 31, 1961
British Columbia	**43,566**	**47,859**
Chilliwack	966	1,250
Courtenay	692	638
Cranbrook	529	605
Dawson Creek	777	674
Duncan	426	510
Kamloops	863	938
Kelowna	413	669
Kitimat	97	135
Mission City	684	808
Nanaimo	857	739
Nelson	449	674
New Westminster	6,938	7,464
Penticton	562	712
Port Alberni	628	643
Prince George	2,058	1,897
Prince Rupert	1,072	1,108
Princeton	278	327
Quesnel	630	964
Trail	446	552
Vancouver	20,017	21,596
Vernon	790	1,034
Victoria	3,097	3,507
Whitehorse	297	415
Canada	**337,804**	**356,925**
Males	232,316	249,228
Females	105,488	107,697

(1) Subject to revision.

(2) Includes 345 registrations reported by the Magdalen Islands branch office.

(3) Prior to May 1962, figures included with Kirkland Lake local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, D.B.S. from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 1432.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, DBS

End of:	Total	Employed	Claimants
1962—August	3,945,000	3,746,300	198,700
July	3,976,000	3,764,000	212,000
June	3,954,000	3,739,700	214,300
May	3,889,000	3,625,100	263,900
April	4,064,000	3,499,500	564,500
March	4,144,000	3,456,500	687,500
February	4,161,000	3,442,300	718,700
January	4,158,000	3,459,500	698,500
1961—December	4,139,000	3,537,800	601,200
November	4,023,000	3,637,000	386,000
October	3,940,000	3,671,300	268,700
September	3,913,000	3,683,800	229,200
August	3,939,000	3,709,700	229,300

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES, BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, SEPTEMBER 28, 1962

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, DBS

Province and Sex	Total claimants	Number of weeks on claim							Percentage Postal	September 29, 1961 Total claimants
		2 or Less	3–4	5–8	9–12	13–16	17–20	Over 20		
Canada	197,799	72,806	21,512	28,269	18,673	13,910	10,357	32,272	29.5	229,197
Male	126,914	51,173	14,179	17,872	10,761	7,750	5,822	19,357	30.7	153,887
Female	70,885	21,633	7,333	10,397	7,912	6,160	4,535	12,915	27.5	75,310
Newfoundland	5,783	1,675	647	820	525	371	246	1,499	64.2	4,583
Male	4,774	1,433	539	688	412	282	181	1,239	65.5	3,599
Female	1,009	242	108	132	113	89	65	260	58.2	984
Prince Edward Island	718	233	77	77	104	50	35	142	55.8	641
Male	427	157	50	40	60	25	21	74	61.4	391
Female	291	76	27	37	44	25	14	68	47.8	250
Nova Scotia	10,183	2,970	1,083	1,626	1,030	687	549	2,238	38.6	10,966
Male	7,912	2,435	835	1,253	760	501	399	1,729	38.3	8,451
Female	2,271	535	248	373	270	186	150	509	39.5	2,515
New Brunswick	8,744	2,836	1,024	1,468	863	625	455	1,473	47.4	7,515
Male	6,582	2,334	795	1,165	589	394	304	1,001	49.9	5,194
Female	2,162	502	229	303	274	231	151	472	39.9	2,321
Quebec	60,286	22,382	6,551	8,748	5,865	4,684	3,450	8,606	26.6	67,696
Male	40,545	16,517	4,634	5,815	3,567	2,764	2,062	5,186	26.9	45,481
Female	19,741	5,865	1,917	2,933	2,298	1,920	1,388	3,420	26.2	22,215
Ontario	65,210	24,164	6,933	9,165	6,059	4,528	3,321	11,040	22.9	85,990
Male	38,309	15,793	4,184	5,271	3,167	2,199	1,605	6,090	22.2	58,071
Female	26,901	8,371	2,749	3,894	2,892	2,329	1,716	4,950	24.0	27,919
Manitoba	8,647	3,531	774	1,060	807	535	404	1,536	19.1	8,755
Male	5,124	2,216	438	613	436	278	236	907	20.1	5,562
Female	3,523	1,315	336	447	371	257	168	629	17.8	3,193
Saskatchewan	4,277	1,336	409	596	471	306	278	881	39.3	5,806
Male	2,070	705	205	267	194	125	127	447	43.5	3,376
Female	2,207	631	204	329	277	181	151	434	35.3	2,430
Alberta	10,678	4,276	1,257	1,508	936	705	545	1,451	58.9	10,442
Male	6,446	2,949	683	830	488	360	303	833	63.8	6,078
Female	4,232	1,327	574	678	448	345	242	618	51.4	4,364
British Columbia	23,273	9,403	2,757	3,201	2,013	1,419	1,074	3,406	24.0	26,803
Male	14,725	6,634	1,816	1,930	1,088	822	584	1,851	25.6	17,684
Female	8,548	2,769	941	1,271	925	597	490	1,555	21.2	9,119

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, SEPTEMBER 1962

SOURCE: Report on Operation of the Unemployment Insurance Act, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	2,232	1,422	810	2,228	1,448	780	775
Prince Edward Island	332	205	127	306	209	97	99
Nova Scotia	4,142	2,388	1,754	3,971	2,885	1,086	1,262
New Brunswick	3,857	2,312	1,545	3,765	2,671	1,094	1,184
Quebec	29,530	18,447	11,083	28,300	19,761	8,539	9,821
Ontario	33,712	20,779	12,933	34,383	24,141	10,242	10,513
Manitoba	3,681	2,437	1,244	3,301	2,155	1,146	1,225
Saskatchewan	1,760	1,131	629	1,569	1,058	511	655
Alberta	5,371	3,333	2,038	5,310	3,685	1,625	1,862
British Columbia	13,676	8,058	5,618	13,356	9,162	4,194	3,492
Total, Canada, September 1962	98,293	60,512	37,781	96,489	67,175	29,314	30,888
Total, Canada, August 1962	98,752	59,609	39,143	106,077	76,088	29,989	29,084
Total, Canada, September 1961	121,980	69,836	52,144	115,995	84,698	31,297	36,154

* In addition, revised claims received numbered 38,477.

† In addition, 39,286 revised claims were disposed of. Of these, 3,273 were special requests not granted and 1,836 were appeals by claimants. There were 11,033 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS BY PROVINCE, SEPTEMBER 1962

SOURCE: Report on Operation of the Unemployment Insurance Act, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	15,865	363,665
Prince Edward Island	2,329	47,104
Nova Scotia	29,123	648,812
New Brunswick	25,419	556,446
Quebec	156,753	3,701,881
Ontario	191,234	4,510,681
Manitoba	22,238	494,549
Saskatchewan	12,201	264,086
Alberta	26,978	638,514
British Columbia	59,914	1,438,439
Total, Canada, September 1962	542,054	12,664,177
Total, Canada, August 1962	691,346	15,878,047
Total, Canada, September 1961	692,684	16,082,313

* "Weeks paid" represent the total of complete and partial weeks of benefit paid during the month.

Technical Note to "E" Tables

Under the Unemployment Insurance Act contact between the claimant and the Unemployment Insurance Commission is made through a network of local offices. The statistics in Tables E-2 to E-4 relate mainly to local office claim operations.

Upon separation from employment, a person wishing to file a claim for benefit applies to the nearest local office of the Commission in person or by mail. An application for employment is taken by the Employment Branch of the local office and, if a suitable vacancy exists, a referral is made. If suitable employment is not available, a claim for benefit is taken by the Insurance Branch.

If the person applying for benefit has had no previous entitlement established, an initial claim will be taken and entitlement computed, otherwise a renewal claim will be filed. Initial and renewal claims thus constitute an advance notice by a claimant that he wishes to draw benefit. In some cases where employment is found immediately, however, the claimant may not return to prove unemployment.

The total of initial and renewal claims (Table E-3) thus approximates the number of new separations from insured employment during a month. To the extent that an initial claim is taken from a person who has exhausted his benefit and seeks re-establishment of further credits, the total would, however, constitute an overstatement of the volume of new separations.

Claims in the category "entitled to benefit" include initial claims established on which no disqualification was imposed, and renewal claims allowed, no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and, in addition, disqualifications imposed on either initial or renewal claims. Claims not completely processed at the end of a month are shown as pending.

Claimants are required to report weekly, except postal claimants, who may report every two weeks. Data on claimants currently reporting to local offices are obtained from a count of individual unemployment registers in the current file at the month-end (Table E-2). Once a claim is taken, the document on which the record of current activity is maintained is placed in the current file and becomes dormant only after the scheduled reporting pattern has been broken twice in succession. The count of weeks of proved insured unemployment is begun again simultaneously with a new renewal claim and with initial claims, except those representing re-computation of additional credits. In these latter cases, the count is cumulated from the claim taken at the time the employment terminated.

Information on payments (Table E-4) is provided by Treasury offices of the Unemployment Insurance Commission and relates to payments made during a month. In some cases, however, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks of unemployment

Estimates of the insured population (Table E-1) are based on a count of persons either working in insured employment or on claim at June 1 each year. Monthly estimates are based on the June count of persons employed projected, by industry, using employment indexes from *Employment and Payrolls* (Employment Section, Labour Division, D.B.S.). To these employment data are added the number of claimants reported at month end, as described above.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighed

(1949–100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—November	129.7	123.6	133.7	114.0	141.5	156.7	146.3	117.3
December	129.8	124.5	133.8	113.7	141.1	156.8	146.3	117.3
1962—January	129.7	124.8	134.0	111.6	140.6	156.8	146.6	117.3
February	129.8	125.0	134.0	111.8	140.7	157.2	146.7	117.2
March	129.7	124.4	134.0	112.9	139.9	157.2	146.7	117.5
April	130.3	125.8	134.0	113.2	140.2	158.1	146.6	117.9
May	130.1	124.5	134.5	112.8	140.4	158.2	147.1	117.9
June	130.5	125.6	134.9	113.1	140.4	158.2	147.0	117.9
July	131.0	127.0	135.1	112.9	140.7	158.4	147.8	117.9
August	131.4	128.4	135.1	112.7	140.8	158.2	147.8	118.0
September	131.0	126.8	135.2	113.3	140.3	158.2	147.6	118.0
October	131.5	127.2	135.4	115.6	139.9	160.0	147.8	118.0
November	131.9	127.7	135.6	116.0	140.6	159.8	148.2	117.8

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF OCTOBER 1962

(1949 = 100)

—	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Oct. 1961	Sept. 1962	Oct. 1962							
St. John's, Nfld[a]	116.5	118.5	118.1	112.1	114.5	111.9	124.4	155.3	151.9	101.1
Halifax	129.2	130.9	130.8	123.2	134.3	125.5	138.9	163.2	163.1	124.5
Saint John	130.8	132.2	131.4	126.0	130.8	121.5	143.2	184.2	150.0	124.5
Montreal	130.4	130.7	131.3	130.4	134.7	108.7	159.8	169.6	142.9	118.7
Ottawa	132.1	131.5	132.1	126.5	137.4	120.9	149.5	163.3	143.8	123.9
Toronto	132.5	132.8	133.1	125.5	139.7	120.1	133.6	156.7	184.5	122.5
Winnipeg	128.7	129.3	129.5	127.7	129.3	119.4	132.9	173.3	140.9	120.6
Saskatoon-Regina	126.8	128.1	127.9	125.4	127.3	126.8	135.0	144.8	148.2	119.5
Edmonton-Calgary	126.0	126.6	126.9	122.6	127.4	124.9	129.1	163.1	142.0	119.6
Vancouver	129.6	130.2	130.2	127.4	134.4	118.1	136.7	150.6	146.0	121.0

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

[a] St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceedng a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 114, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1957-1962

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1957	242	249	91,409	1,634,880	0.14
1958	253	262	112,397	2,872,340	0.24
1959	203	218	100,127	2,286,900	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1961: October	30	56	40,400	416,660	0.38
November	24	49	11,059	122,100	0.11
December	13	40	22,000	140,890	0.13
*1962: January	20	40	9,174	85,420	0.08
February	15	44	10,855	72,070	0.07
March	30	46	12,426	143,800	0.14
April	18	40	12,328	142,770	0.14
May	23	45	17,333	139,700	0.12
June	27	53	14,545	260,650	0.23
July	24	47	16,775	133,650	0.11
August	35	54	11,531	74,540	0.07
September	23	48	10,482	116,350	0.10
October	21	42	9,957	108,040	0.10

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, BY INDUSTRY, OCTOBER 1962

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	38	990
Mines	2	1,628	1,630
Manufacturing	20	5,584	90,480
Construction	11	2,170	11,910
Transpn. & utilities	2	312	450
Trade	6	225	2,580
Finance	...	...	...
Service	...	...	...
Public administration	...	...	...
All industries	42	9,957	108,040

TABLE G-3—STRIKES AND LOCKOUTS, BY JURISDICTION, OCTOBER 1962

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	...	...	...
Prince Edward Island	...	...	...
Nova Scotia	3	1,762	2,170
New Brunswick	...	...	...
Quebec	8	3,721	56,930
Ontario	18	3,415	42,820
Manitoba	2	56	760
Saskatchewan	...	...	...
Alberta	3	568	2,570
British Columbia	7	140	2,490
Federal	1	295	300
All jurisdictions	42	9,957	108,040

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER 1962

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			October	Accumulated		
MINES						
Mineral Fuels						
Dominion Coal No. 18 Colliery, New Waterford, N.S.	Mine Workers Loc. 7557 (Ind.)	628	630	630	Oct. 12 Oct. 13	Suspension of three employees for alleged violation of safety rules~Return of workers.
Old Sydney Colliery (Princess Mine), Sydney Mines, N.S.	Mine Workers Loc. 4535 (Ind.)	1,000	1,000	1,000	Oct. 29 Oct. 30	Alleged violation of safety rules~Return of workers pending negotiations.
MANUFACTURING						
Leather						
A. R. Clarke Co., Toronto, Ont.	Butcher Workmen Loc. 125L (AFL-CIO/CLC)	200	4,400	17,800	June 25	Signing a first agreement~
Knitting Mills						
Nova Scotia Textiles, Windsor, N.S.	United Textile Workers Loc. 159 (AFL-CIO/CLC)	134	540	540	Oct. 12 Oct. 18	Application of new incentive system~Return of workers.
Primary Metals						
Quebec Iron & Titanium, Tracy, Que.	Metal Trades' Federation (CNTU)	845	7,560	29,290	Aug. 28	New agreement~
Metal Fabricating						
American Standard Products, Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	138	3,040	5,110	Sep. 10	Seniority clause, wages, working conditions~
Trane Company, Toronto, Ont.	I. U. E. Loc. 512 (AFL-CIO/CLC)	329	330	1,300	Sep. 26 Oct. 1	Suspension of one employee~Return of workers.
Non-Metallic Mineral Products						
Dominion Glass, Hamilton, Ont.	Glass and Ceramic Workers Loc. 203 (AFL-CIO/CLC)	1,100	24,200	57,750	Aug. 18	Wages, fringe benefits~
Dominion Glass, Montreal, Que.	Glass and Ceramic Workers Loc. 206 (AFL-CIO/CLC)	1,200	16,800	46,800	Aug. 23 Oct. 22	Wages, working conditions~9¢ an hr. increase retroactive to Sept. 1, 1962, 5¢ an hr. Sept. 1, 1963, 5¢ eff. Sept. 1, 1964; other improved benefits.
Chemical Products						
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local	1,352 (40)	30,140	73,880	Aug. 17	Management rights, job evaluation, seniority rights~
CONSTRUCTION						
Five electrical contractors, Sarnia, Ont.	I. B. E. W. Loc. 530 (AFL-CIO/CLC)	317	6,970	10,800	Aug. 8	Vacation pay to compensate for unpaid stat. holidays, other benefits~
Canadian Plumbing and Mechanical Association, Edmonton and other points, Alta.	Plumbers Loc. 488 (AFL-CIO/CLC)	500	1,750	1,750	Oct. 12 Oct. 18	Wages, union security~Return of workers.
Lakehead Builders Exchange, Fort William, Port Arthur and area, Ont.	I. B. E. W. Loc. 339 (AFL-CIO/CLC)	1,069	1,600	1,600	Oct. 26 Oct. 29	Wages~10¢ an hr. increase retroactive to Aug. 15, 1962, an additional 5¢ an hr. eff. Jan. 1, 1963.
TRANSPN. & UTILITIES						
Transportation						
Three stevedoring firms, Toronto, Ont.	I. L. A. Loc. 1842 (AFL-CIO/CLC)	295	300	300	Oct. 15 Oct. 16	Rotation of work gangs by union~Return of workers pending arbitration.
TRADE						
Tolhurst Oil, Pte-aux-Trembles, Que.	Oil Workers Loc. 9-700 (AFL-CIO/CLC)	100	1,300	1,300	Oct. 15	Wages, hours.~

Figures in parentheses indicate the number of workers indirectly affected.

LIST OF ABBREVIATIONS

AFL-CIO	— American Federation of Labor and Congress of Industrial Organizations.
AMC	— American Motors Corporation.
ARTEC	— Association of Radio and Television Employees of Canada.
BBG	— Board of Broadcast Governors.
CB	— Conciliation Board.
CBRT	— Canadian Brotherhood of Railway, Transport and General Workers.
CCC	— Canadian Chamber of Commerce.
CLC	— Canadian Labour Congress.
CNR	— Canadian National Railways.
CNTU	— Confederation of National Trade Unions.
CO	— Conciliation Officer.
CSAC	— Civil Service Association of Canada.
DBS	— Dominion Bureau of Statistics.
IAPA	— Industrial Accident Prevention Associations.
ILO	— International Labour Organization.
IWA	— International Woodworkers of America.
NPC	— National Productivity Council.
NUPSE	— National Union of Public Service Employees.
OECD	— Organization for Economic Co-operation and Development.
SIU	— Seafarers International Union.
TUC	— Trades Union Congress.
UAW	— United Automobile, Aerospace and Agricultural Implement Workers of America, International Union.

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A

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